

Overview of NFU Member Unions' sustainability-related activities 2022

NFU have once again mapped the sustainability-related activities carried out by NFU Member unions during the year. This is the third year we map such activities. The result is concluded in a list that will be circulated with the affiliates and presented at the NFU website.

Purpose

NFU and its member unions have initiated and partnered in various activities and programmes connected to sustainable finance. Communicating and sharing these various activities and partnerships and their current/foreseen outcomes can strengthen knowledge exchange between the NFU member unions, unveil potential for union cooperation, and ultimately further support the work of NFU.

The corner stone of NFU's work on sustainable finance is the NFU reference group on sustainable finance, aimed to be a knowledge hub between NFU and its affiliates and between the affiliates. For that purpose, NFU is continuing the exercise of collecting information from its member unions on activities/programmes carried out in connection to sustainable finance or sustainability to inspire and share best practices among the organisations.

2022 Update

During 2022, the NFU affiliates have carried out 19 activities related to sustainability and sustainable finance.

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Norway

Nano-course in climate risk

■ **Member Union:**

FSU Norway

■ **Title of activity:**

Nano-course in climate risk

■ **When was the activity carried out/is planned to be carried out?**

November-December 2022

■ **Please provide a short summary to walk us through the activity:**

The nano course was developed together with Norwegian Climate Foundation, with support of the Financial Market Fund. It includes 7 short lectures designed to be completed in about 5-7 minutes on climate risk.

The lectures were sent out on each Thursday morning in a 7-week period between 03.11 and 22.12 and could be completed at the participant's own time.

■ **What were the outcomes of the activity?**

For the first release we had over 1200 participants signed up for the course.

The success of the course meant that we have relaunched the course for new participants for January 2023.

■ **Any tips or lessons learned through the implementation of the activity?**

Financial workers need increased competency on climate risk and other sustainability courses. Short, bite-sized pieces of knowledge attracted many attendees to the course.

■ **If available/possible to share, please provide a link to any additional information or documents concerning the activity – or alternatively email them when submitting the form.**

<https://klimastiftelsen.no/arrangement/gratis-nano-kurs-om-klimarisiko-rett-inn-i-mailboksen-din/>

Seminars on sustainable finance with the Norwegian Climate Foundation

- **Member Union:**
FSU Norway
- **Title of activity:**
Seminars on sustainable finance with the Norwegian Climate Foundation
- **When was the activity carried out/is planned to be carried out?**
May and November 2022.
- **Please provide a short summary to walk us through the activity:**
As part of our project with the Norwegian Climate Foundation we had two webinars on sustainable finance. The first one in May with Martin Skancke, the former leader of the Government's expert group on climate risk, and the other focusing on the EU taxonomy and green mortgages.
- **What were the outcomes of the activity?**
N/a
- **Any tips or lessons learned through the implementation of the activity?**
Working with other organisations can gain access to a wider pool of speakers for our members.
- **If available/possible to share, please provide a link to any additional information or documents concerning the activity – or alternatively email them when submitting the form.**
<https://www.finansforbundet.no/folk-og-fag/forbundsnytt/ny-rapport-vanskelig-a-sette-sparepengene-pa-likestilling/>

Launch of report on circular finance

- **Member Union:**
FSU Norway
- **Title of activity:**
Launch of report on circular finance
- **When was the activity carried out/is planned to be carried out?**
March 2022
- **Please provide a short summary to walk us through the activity:**
Launch of a report on the financial industry's role as a driving force in circular economy.

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The purpose of the project:

- Map the status of the financial industry related to circular economy
- Building expertise in the financial industry in circular economy
- Identify how the Norwegian financial industry can to a greater extent be a catalyst for circular development to be a hub for others, etc.
- Contribute to new insights to improve the Norwegian financial industry and other business sectors to changing framework conditions such as the EU action plan for circular economy and taxonomy.

■ **What were the outcomes of the activity?**

We highlighted that the economy of Norway is severely behind on circular economics and found concrete steps on areas where financial services can support circular business practices.

This allows us to have a voice in the debate around a circular economy, which is a focus in the government platform. We have been in parliament to give evidence on a members bill on circular economy, been invited to a debate on circularity during Arendalsuka and we will participate at a meeting hosted by the Ministry of Trade, Industry and Fisheries on circularity in February 2023.

Further, based on the findings in the report we are currently exploring the opportunity to create a circular finance coalition with Circular Norway and WWF Norway to create common standards and build competency within financial services on circular products and business practices.

■ **Any tips or lessons learned through the implementation of the activity?**

Use information and knowledge created as leverage to get into the public debate.

■ **If available/possible to share, please provide a link to any additional information or documents concerning the activity – or alternatively email them when submitting the form.**

https://www.finansforbundet.no/content/uploads/2022/03/CircularNorway_report_0703.pdf

Just add finance

■ **Member Union:**

FSU Norway

■ **Title of activity:**

Just add finance

■ **When was the activity carried out/is planned to be carried out?**

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Continued our webinar series on sustainable finance with 4 webinars on topics such as the role of the financial adviser in sustainability, circular finance, development and finance, and ESG and sustainability reporting.

■ Please provide a short summary to walk us through the activity:

We see the need to bring competence on finance and sustainability both to members, union reps and other important stakeholders. The initiative was taken by FSU NO to offer a series of webinars on topics like climate change, climate risk, ESG factors and investments, and business opportunities in the green economy. All presenters are national experts within the area and all webinars produced inhouse.

■ What were the outcomes of the activity?

Participants number for each webinar hovered around 100 participants, down from the 300 of the pandemic years. While it is a drop, we still see demand for more knowledge about sustainability from our members.

■ Any tips or lessons learned through the implementation of the activity?

Don't be afraid to invite experts on different areas of sustainability in to talk about their area, think about developing a good graphic profile and work on marketing the events series

■ If available/possible to share, please provide a link to any additional information or documents concerning the activity – or alternatively email them when submitting the form.

<https://www.finansforbundet.no/politikk/baerekraftig-finans/justadd/>

Report on Investing in gender equality 2.0**■ Member Union:**

FSU Norway

■ Title of activity:

Report on Investing in gender equality 2.0

■ When was the activity carried out/is planned to be carried out?

February 2022.

■ Please provide a short summary to walk us through the activity:

Together with PwC and Care Norway we launched a report on the gender equality performance of Norwegian asset managers.

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The report found that less than 40% of asset managers have any metrics on gender equality for their funds, only 43% have any mention of gender equality in their sustainability strategy and none had excluded any companies due to bad performance on gender equality.

■ **What were the outcomes of the activity?**

We gained value insight to work on gender equality and investment and had a launch event with leaders within sustainable investment.

■ **Any tips or lessons learned through the implementation of the activity?**

N/a

■ **If available/possible to share, please provide a link to any additional information or documents concerning the activity – or alternatively email them when submitting the form.**

<https://www.finansforbundet.no/folk-og-fag/forbundsnytt/ny-rapport-vanskelig-a-sette-sparepengene-pa-likestilling/>

Sweden

Reference group within TCO on sustainability

■ **Member Union:**

FSU Sweden

■ **Title of activity:**

FSU Sweden is a member of a reference group within TCO (our union Federation) who is working on sustainability issues linked to the EU regulations on sustainability.

■ **When was the activity carried out/is planned to be carried out?**

The reference group was set up in spring 2022 and has met throughout the year on a regular basis.

■ **Please provide a short summary to walk us through the activity:**

The aim of the group is to jointly discuss, analyze and give input to the proposals on EU-regulation linked to sustainability in order to achieve greater impact.

■ **What were the outcomes of the activity?**

It has been a great learning exercise to take part of the discussions since each member union brings its own specific experience, context and knowledge to this forum. As a group we get many different dimensions and a more holistic perspective, as opposed to a more sector specific and unilateral perspective. It is also very useful to take part of the discussions and talks that our union

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federation takes part of on these topics for a better understanding of the political process.

■ **Any tips or lessons learned through the implementation of the activity?**

Be well prepared. Complex issues and topics require time-consuming preparations. It is a great way to share knowledge and competence for learning. A good way to present your specific sector input, but also to consider and understand the other dimensions/sector challenges.

■ **If available/possible to share, please provide a link to any additional information or documents concerning the activity – or alternatively email them when submitting the form.**

Climate network

■ **Member Union:**

FSU Sweden

■ **Title of activity:**

FSU Sweden is taking part in the “Climate Network” – that is an external network of unions and organizations that work to foster a just transition.

■ **When was the activity carried out/is planned to be carried out?**

There were five half day meetings that took place in 2022.

■ **Please provide a short summary to walk us through the activity:**

It is a new network that was created to exchange knowledge and experience on the union work linked to a just transition. The network consists of 15 unions and organizations that work closely with these issues at a national and international level.

■ **What were the outcomes of the activity?**

The network serves to exchange knowledge on the field and also serves as a good source for competence development and inspiration. This is a new field of work for many unions which makes it very relevant and accurate to work with.

■ **Any tips or lessons learned through the implementation of the activity?**

We learn as we work together, but it is important to identify the role of the unions within this bigger context. How can we best add value for our members? Where should we put our expertise and resources. What is the “union angle” that will serve the members best?

■ **If available/possible to share, please provide a link to any additional information or documents concerning the activity – or alternatively email them when submitting the form.**

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Position paper Sustainable Finance

■ **Member Union:**

FSU Sweden

■ **Title of activity:**

A position paper on sustainable finance

■ **When was the activity carried out/is planned to be carried out?**

The position paper was published in October 2022.

■ **Please provide a short summary to walk us through the activity:**

The position paper was written to manifest the role of the finance sector in the transition to a sustainable society and how this transition will impact the union members, the finance sector and society within the sustainability goals of Agenda 2030.

■ **What were the outcomes of the activity?**

FSU set the foundations for the ongoing and upcoming work with sustainable finance. We have written and published several articles based on the paper and will continue to spread the word through different media channels. We will also visit the union clubs and make presentations on the content as well as develop tools for the members to facilitate and strengthen their work on the subject.

■ **Any tips or lessons learned through the implementation of the activity?**

It is important to specify what sustainable finance means to FSU Sweden and to identify the most relevant aspects of this broad theme to work with as a union.

■ **If available/possible to share, please provide a link to any additional information or documents concerning the activity – or alternatively email them when submitting the form.**

FSU Congress seminar

■ **Member Union:**

FSU Sweden

■ **Title of activity:**

FSU Congress

■ **When was the activity carried out/is planned to be carried out?**

November 2022

■ **Please provide a short summary to walk us through the activity:**

One of the main themes of the congress was “The finance sector as the motor

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of the green transition". The following speakers were invited:

- Sasja Beslik, International financial expert on sustainable businesses.
- Johanna Lundberg Gestlöf, Head of sustainability department at SPP.
- Patricia Håkansson, Head of sustainability department, Savings bank in Skåne.

The congress also endorsed the proposed strategic priorities for the upcoming three years, where sustainable finance and several of the sustainability goals of the Agenda 2030, are included.

■ **What were the outcomes of the activity?**

FSU Sweden made a public statement on sustainable finance during the Congress and also set the grounds for the upcoming work on sustainability work for the next three years.

■ **Any tips or lessons learned through the implementation of the activity?**

It is good to start processing this kind of work at an early stage and to have an inclusive way of doing so. FSU involved the members and board members in several occasions and built on that to create a more specific and well molded base to work from.

■ **If available/possible to share, please provide a link to any additional information or documents concerning the activity – or alternatively email them when submitting the form.**

Member's survey

■ **Member Union:**

FSU Sweden

■ **Title of activity:**

Members' survey

■ **When was the activity carried out/is planned to be carried out?**

Spring 2022

■ **Please provide a short summary to walk us through the activity:**

A survey was sent out asking about the members top priorities.

■ **What were the outcomes of the activity?**

FSU has, through the survey, gotten direct input from the top priorities of our members and that helps us set the agenda as a union and to work strategically to add value.

■ **Any tips or lessons learned through the implementation of the activity?**

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That it is important to have a close connection to the members and to understand the members daily challenges and struggles to be able to be relevant and advance the union work properly.

- **If available/possible to share, please provide a link to any additional information or documents concerning the activity – or alternatively email them when submitting the form.**

International projects

- **Member Union:**

FSU Sweden

- **Title of activity:**

FSU continues to support a just transition and sustainable finance through international development cooperation through projects abroad, implemented by UNI.

- **When was the activity carried out/is planned to be carried out?**

The projects are running throughout the year, but FSU Sweden organized a successful seminar in February 2022 for the participating unions all over Latin America to share experiences, to give input and serve as an inspiration for the actors within the project.

- **Please provide a short summary to walk us through the activity:**

It was an online seminar with the following themes:

- the unique labour system in Sweden - "the Swedish model..."
- the collective agreement of the finance union and what it is like to be a union representative in the finance sector today in Sweden.
- the union dialogue at the multinational bank of Nordea and their cross-border work.
- global framework agreements: their legal status, actual impact, functioning and enforcement, to shed light on both positive and less positive outcomes for workers conditions.

- **What were the outcomes of the activity?**

FSU got very good feedback on the activity by the participants. They very much appreciate the effort put into their work on the ground by FSU Sweden. FSU does provide funds to these projects, but also provides expertise and takes part during the planning, implementation and evaluation process.

- **Any tips or lessons learned through the implementation of the activity?**

It is fundamental to have local coordinators for these kinds of events in order to engage the local unions on the ground. It is also fundamental to have good simultaneous translators and give a lot of time for discussions and questions.

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- **If available/possible to share, please provide a link to any additional information or documents concerning the activity – or alternatively email them when submitting the form.**

Finland

Pro goes green

- **Member Union:**
Trade Union Pro
- **Title of activity:**
Pro Goes Green
- **When was the activity carried out/is planned to be carried out?**
There has been also in this year different activities under the Pro Goes Green project. For example:
 - Trade Union Pro have organized a forum for our members in our intranet where members can receive more information regarding climate change and share information
 - Pro announced in January a competition for our members. A purpose of the competition was to collect new climate actions and ideas that are feasible in the workplace or remote workplace, on a business trip, traveling or in general working life. An action or idea must be justified and new or so fresh that it has not yet been tried in practice
 - The Pro Goes Green webinar for our members on November 8. The subject was: what work life skills are needed in the time of the eco-crisis?
 - An online course. Anyone can take the online course whenever it suits them best either on mobile phone or via computer. In this course it will be demonstrated how everybody can contribute to climate change in their own workplace. There will be given examples of what has been done in the other workplaces and given tips on what to do next.
- **If available/possible to share, please provide a link to any additional information or documents concerning the activity – or alternatively email them when submitting the form.**

<https://proliitto.fi/fi/haku?s=pro+goes+green>

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Cooperation with employer's organisation

- **Member Union:**
Trade Union Pro
- **Title of activity:**
Cooperation with the employer's association
- **When was the activity carried out/is planned to be carried out?**
 - In banking sector we organized a webinar for our shop stewards on September 23: The subject was financial regulation among other things sustainable finance. Speakers came from FIN-FSA and Finance Finland (FA)
 - In insurance sector in the existing CA is agreed that parties continue their Future work project. One of the key focus areas of this working group was green transition
- **If available/possible to share, please provide a link to any additional information or documents concerning the activity – or alternatively email them when submitting the form.**

Denmark

Sustainability game

- **Member Union:**
Finansforbundet Denmark
- **Title of activity:**
Sustainability Game
- **When was the activity carried out/is planned to be carried out?**

Sustainability game for 4 persons, around 8 sustainability cases. The cases are built around businesses and explore different sustainability scenarios and decision making. The game has been developed by Playcircle in close cooperation with Finansforbundet and has been tested on staff and some union reps in 2020.

The game has been launched and is used in different workshops within the union and at the local level. The game has also been sent to partners and stakeholders.
- **Please provide a short summary to walk us through the activity:**

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Tool for dialogue – can be played by anybody and is as such a nudging tool, as to understand the 17 SDGs and dilemmas around decision making on sustainability measures.

■ **What were the outcomes of the activity?**

The game is available and in use.

■ **Any tips or lessons learned through the implementation of the activity?**

Surprisingly interest from educational institutions at different levels to use the game in educational activities.

■ **If available/possible to share, please provide a link to any additional information or documents concerning the activity – or alternatively email them when submitting the form.**

The game can be sent (posted) to those interested. The game comes in a Danish and English version.

The bridge to the future and We grow

■ **Member Union:**

Finansforbundet Denmark

■ **Title of activity:**

Joining “Broen til Fremtiden (The Bridge to the Future)” and “We Grow”

■ **When was the activity carried out/is planned to be carried out?**

2021 and onwards

■ **Please provide a short summary to walk us through the activity:**

Finansforbundet has joined “Broen til Fremtiden” which is an alliance of trade unions and civil society organizations working for a green and fair transition.

Finansforbundet also supports the organization We Grow. We Grow works for financial understanding/literacy among the young generation.

■ **What were the outcomes of the activity?**

“Broen til Fremtiden” has among other things developed an employee guide which can provide inspiration on how the workplace can contribute to the green transition.

It is the intention that the employee guide will be published on Finansforbundet’s web site and distributed to the members and union representatives.

■ **Any tips or lessons learned through the implementation of the activity?**

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The membership of “Broen til Fremtiden” provides a relevant network to stakeholders within sustainability which we would otherwise not have contact with.

- **If available/possible to share, please provide a link to any additional information or documents concerning the activity – or alternatively email them when submitting the form.**

broentilfremtiden.dk

Courses in sustainable finance

- **Member Union:**

Finansforbundet Denmark

- **Title of activity:**

Courses on sustainable finance in Finanskompetencepuljen (Finance Competence Fund)

- **When was the activity carried out/is planned to be carried out?**

2022 and onwards

- **Please provide a short summary to walk us through the activity:**

Finanskompetencepuljen is established via the collective agreement. As an employee in the financial sector, you can apply for support for continuing education if you want to develop your competencies. It is possible to apply for up to 3 courses per year. There are over 250 different courses in Finanskompetencepuljen, of which over 70 of the courses are in English.

In Finanskompetencepuljen there are also courses within sustainability and the strategy is to increase the number of courses within the field. Existing courses in Finanskompetencepuljen includes:

- IT and sustainability
- Management of Sustainable Development

- **What were the outcomes of the activity?**

- **Any tips or lessons learned through the implementation of the activity?**

- **If available/possible to share, please provide a link to any additional information or documents concerning the activity – or alternatively email them when submitting the form.**

Sustainable customer dialogue

■ **Member Union:**

Finansforbundet Denmark

■ **Title of activity:**

Continuing education on 'Sustainable Customer Dialogue'

■ **When was the activity carried out/is planned to be carried out?**

The project started in 2021 as a pilot project where Finansforbundet and Finanssektorens Arbejdsgiverforening (the Danish Employers' Association for the Financial Sector) allocated 1 mio. DKK for training for a total of 100 business advisors in relation to advising companies on sustainable transformation. The funding was allocated through Finanskompetencepuljen (Finance Competence Fund).

In 2022 an additional funding of 4 mio. DKK was allocated in order to train further 500 business advisors in 2022 and 2023.

■ **Please provide a short summary to walk us through the activity:**

A four-day education developed in collaboration with "Finanssektorens Uddannelsescenter" aimed at business advisors. The course will train the Business Advisors in advising business customers on sustainability.

■ **What were the outcomes of the activity?**

■ **Any tips or lessons learned through the implementation of the activity?**

■ **If available/possible to share, please provide a link to any additional information or documents concerning the activity - or alternatively email them when submitting the form.**

[-Massiv interesse for rådgiveruddannelse i bæredygtighed \(finansforbundet.dk\)](https://finansforbundet.dk)

[-Tilmeld dig nyt forløb - bæredygtighed for erhvervsrådgivere \(finansudd.dk\)](https://finansudd.dk)

Theme page on sustainable finance

■ **Member Union:**

Finansforbundet Denmark

■ **Title of activity:**

Theme page on Finansforbundet's web site focusing on sustainable finance

■ **When was the activity carried out/is planned to be carried out?**

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2021 and still available on the web site

■ **Please provide a short summary to walk us through the activity:**

Theme page on the web site focusing on sustainable finance with a variety of articles, including a systematic overview of Finansforbundet's approach and work with UN's 17 Sustainable Development Goals (SDGs) and 169 sub-goals.

■ **What were the outcomes of the activity?**

The theme page is contributing to increase insight into how Finansforbundet and the finance sector work with and contribute to sustainability and a green transition.

■ **Any tips or lessons learned through the implementation of the activity?**

■ **If available/possible to share, please provide a link to any additional information or documents concerning the activity – or alternatively email them when submitting the form.**

[TEMA: Bæredygtig finans \(finansforbundet.dk\)](https://tema.bæredygtigfinans.finansforbundet.dk)

Iceland

Home page articles on sustainable finance

■ **Member Union:**

SSF

■ **Title of activity:**

Articles on sustainable finance on SSF's homepage

■ **When was the activity carried out/is planned to be carried out?**

During 2022

■ **Please provide a short summary to walk us through the activity:**

Four articles aimed to explain what sustainable finance is; the trade union side of sustainable finance and the work of NFU and UNI in this field; and lastly explaining EU's work and proposals regarding sustainable finance.

■ **What were the outcomes of the activity?**

Hopefully better understanding and interest amongst our members.

■ **For activities that have already taken place: any tips or lessons learned through the implementation of the activity?**

- **If available/possible to share, please provide a link to any additional information or documents concerning the activity – or alternatively email them when submitting this form.**