

## Overview of NFU Member Unions' sustainability-related activities 2023

The NFU has once again compiled a report of the sustainability-related activities carried out by its member unions throughout the year. This is the fourth consecutive year that this report has been created. The list of activities will be shared with the affiliates and published on 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 different activities and partnerships and their current/foreseen outcomes can strengthen knowledge exchange between the NFU member unions, unveil potential for union cooperation, and further support NFU's work.

The NFU reference group on sustainable finance, a significant part of NFU's work, aims to be a knowledge hub between NFU and its affiliates and between the affiliates themselves. For that purpose, NFU continues to collect information from its member unions on activities/programmes carried out in connection with sustainable finance or sustainability to inspire and share best practices among the organisations.

### 2023 Update

During 2023, the NFU affiliates have actively engaged in 21 diverse sustainability and sustainable finance activities. These activities span a wide range of areas, demonstrating the comprehensive approach of NFU and its member unions towards sustainability.

## List of Activities

<b>Overview of NFU Member Unions' sustainability-related activities 2023.....</b>	<b>1</b>
<b>Denmark .....</b>	<b>3</b>
Membership Magazine - Sustainability Edition .....	3
GreenFin Training Course in Italy.....	3
Sustainability as a Politically Prioritised Focus Area .....	4
The Bridge to the Future and We Grow .....	5
Courses on Sustainability .....	6
Theme Page on Finansforbundet's Website .....	6
ESG Network .....	7
<b>Finland.....</b>	<b>8</b>
Pro Goes Green .....	8
Online Course on How to Take Climate Action .....	9
GreenFin Training Course in Italy.....	9
<b>Norway .....</b>	<b>10</b>
Nano-course in Climate Risk.....	10
Norwegian Coalition for Circular Finance .....	11
Seminar on Nature Risk.....	12
Just Add Finance .....	12
Industry Program .....	13
<b>Sweden .....</b>	<b>14</b>
TCO Working Group on the Green Transition .....	14
Meetings with International Project Partners .....	15
Presentations on Sustainable Finance .....	16
Policy Work to include Sustainable Finance .....	16
Course and Meeting on Green Transition.....	17
Communications and Advocacy Work.....	18

## Denmark

### Membership Magazine - Sustainability Edition

■ **Member Union:**

Forsikringsforbundet Denmark

■ **Title of the activity:**

Published membership magazine on the theme "Sustainability."

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

November 2023

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

We published our quarterly magazine, "Forsikring," with a focus on sustainability in the Danish insurance sector. Articles included a take on Wind Power, future insurance products and various interviews with people related to the topic.

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

Information and creating awareness amongst our members.

■ **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 - alternatively, email them when submitting the form.**

[Forsikring nr. 4 - 2023 - Tema: Bæredygtighed by Forsikringsforbundet - Issuu](#)

### GreenFin Training Course in Italy

■ **Member Union:**

Forsikringsforbundet Denmark

■ **Title of the activity:**

GreenFin workshop in Italy

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

July 2023

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

On behalf of NFU, a representative from Forsikringsforbundet participated in a workshop for the EU-sponsored GreenFin project - Financing the Green Transition. NFU is one of the partners in this project, which aims to supply knowledge, tools and working methods to local and company-level trade unionists in order to help them take steps towards a just transition.

The July 2023 training course was the first of two, and the aim was to create awareness and general knowledge among EWC members and trade unions on the issues of Green Economy and Responsible Finance.

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

N/a

■ **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 – alternatively, email them when submitting the form.**

## Sustainability as a Politically Prioritised Focus Area

■ **Member Union:**

Finansforbundet Denmark

■ **Title of activity:**

Sustainability as a politically prioritised focus area

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

2023-2026

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

At Finansforbundets National Congress in September 2023, almost 200 delegates discussed and adopted Finansforbundet's politically prioritised focus areas for 2023-2026.

As part of the focus areas, Finansforbundet will work to ensure that the financial area contributes positively to the development of a green, fair, and sustainable economy.

The political steering groups that will work with the politically prioritised focus area will be responsible with regard to initiating concrete activities within sustainable finance.

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

N/a

■ **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 – alternatively, email them when submitting the form.**

## **The Bridge to the Future and We Grow**

■ **Member Union:**

Finansforbundet Denmark

■ **Title of activity:**

Member of “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 is a member of “Broen til Fremtiden,” which is an alliance of trade unions and civil society organisations working toward a green and fair transition.

Finansforbundet also supports the organisation We Grow. We Grow works to promote financial understanding/literacy among the younger generation.

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

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

The employee guide was published on Finansforbundet’s website and distributed to the members and union representatives. In addition, articles were created for the website, with different cases highlighting how employees in selected companies have worked specifically with sustainability within their organisations.

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

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

- **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](https://broentilfremtiden.dk)

## Courses on Sustainability

- **Member Union:**

Finansforbundet Denmark

- **Title of activity:**

Courses on sustainability in Finanskompetencepuljen (Finance Competence Fund)

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

2023 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 two courses per year.

In 2023, there were a total of 10,001 applications for the Financial Competence Fund, including participants in individual courses, company courses, and corporate projects. Approximately 880 of these applications were within the field of sustainability. The most popular was "Sustainable customer dialogue - business".

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

N/a

- **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.**

## Theme Page on Finansforbundet's Website

- **Member Union:**

Finansforbundet Denmark

- **Title of activity:**

Theme page on Finansforbundet's website focusing on sustainable finance.

■ **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:**

Theme page on the website focusing on sustainable finance with a variety of articles, including a systematic overview of Finansforbundet's approach and work with the UN's 17 Sustainable Development Goals (SDGs) and 169 sub-goals. New articles are continuously developed for the theme page.

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

The theme page contributes to increasing 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?**

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.**

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

## ESG Network

■ **Member Union:**

Finansforbundet Denmark

■ **Title of activity:**

ESG Network

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

2023–2024

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

Finansforbundet runs the ESG network - a confidential forum where around 20 members share perspectives and discuss barriers, opportunities, and questions within the ESG area. Members took the initiative to establish the network. The network is currently full, but we are working on starting another network. The network is aimed at everyone who has contact with and interest in ESG.

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

Knowledge sharing among members under confidentiality and knowledge provision to the secretariat about the general challenges and opportunities within the ESG field from an employee perspective. The idea is to use the network as a focus group or sounding board for future political work (e.g. hearing replies, etc.).

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

It is important to link member-driven activities to political work. This requires coordination between the different departments in the union.

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

[ESG-netværk \(finansforbundet.dk\)](https://finansforbundet.dk)

## Finland

### Pro Goes Green

■ **Member Union:**

Trade Union Pro

■ **Title of activity:**

Pro Goes Green Group

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

2023-2024

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

Trade Union Pro has organised a forum for our members on our intranet where members can receive and share information regarding climate change.

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

N/a

■ **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 – alternatively, email them when submitting the form.**



<https://proliitto.fi/fi/tyoelaman-tietopankki/ilmastonmuutos-ja-tyoelama#3444080b>

## Online Course on How to Take Climate Action

■ **Member Union:**

Trade Union Pro

■ **Title of activity:**

Online Course on how to take climate action.

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

2023-2024

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

An online course. Anyone can take the online course on a mobile phone or via computer whenever it suits them best. In this course, it will be demonstrated how everybody can contribute to climate change in their own workplace. There will be examples of what has been done in other workplaces and tips on what to do next.

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

N/a

■ **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 – alternatively, email them when submitting the form.**

<https://proliitto.fi/fi/tyoelaman-tietopankki/ilmastonmuutos-ja-tyoelama#3444080b>

## GreenFin Training Course in Italy

■ **Member Union:**

Trade Union Pro

■ **Title of the activity:**

GreenFin workshop in Italy

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

July 2023

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

On NFU's behalf, a Trade Union Pro representative participated in a workshop for the EU-sponsored GreenFin project, Financing the Green Transition. NFU is one of the project's partners. The project aims to supply knowledge, tools, and working methods to local and company-level trade unionists to help them take steps towards a just transition.

The July 2023 training course was the first of two, and the aim was to create awareness and general knowledge among EWC members and trade unions on the issues of Green Economy and Responsible Finance.

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

N/a

■ **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 – alternatively, email them when submitting the form.**

## Norway

### Nano-course in Climate Risk

■ **Member Union:**

Finansforbundet Norway

■ **Title of activity:**

Nano-course in climate risk

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

November 2022 – Autumn 2023

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

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

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

The course was a success and was relaunched multiple times. More than 20,000 unique participants participated, with over 10,000 completing the course.

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

Financial workers need increased competency in climate risk and other sustainability courses. The course's short, bite-sized pieces of knowledge attracted many attendees.

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

<https://www.klimastiftelsen.no/arrangement/reprise-gratis-nano-kurs-er-jeg-eller-jobben-utsatt-for-klimarisiko>

## Norwegian Coalition for Circular Finance

■ **Member Union:**

Finansforbundet Norway

■ **Title of activity:**

Norwegian Coalition for Circular Finance

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

Autumn - Winter 2023

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

A coalition was created in partnership with WWF and Circular Norway to explore how to develop competency and products within financial services for circular business plans. DNB, Sparebanken 1, Sparebanken Sør, Tryg, and Fremtind joined the coalition and participated in a series of roundtables, with contributions from other European financial institutions like Rabobank, Intesa Sanpaolo, ABN AMRO, and the Swedish insurance start-up Omocom.

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

A final road map is being finalised and will be launched this spring. A longer handbook and future casework with other industries are also in the pipeline. We are going to link this to future competency requirements for employees in the financial sector.

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

Using other societal actors to actively shape the future of our industry in an easier way. Using coalitions and alliances increases the reach of the union and creates new contacts to use for future years.

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

## Seminar on Nature Risk

- **Member Union:**

Finansforbundet Norway

- **Title of activity:**

Seminar on nature risk

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

April 2023

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

In partnership with the professional union for natural scientists, we organised a half-day seminar on nature risk and financial services. Participants included leading scientists, representatives from the industry and the minister of the environment.

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

We had nearly 100 participants physically in the room, including some politicians. This also gave us contact with WWF, which directly led to the development of the circular finance coalition.

- **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 – alternatively, email them when submitting the form.**

## Just Add Finance

- **Member Union:**

Finansforbundet Norway

- **Title of activity:**

Just add finance.

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

We continued our webinar series on sustainable finance with two webinars on topics such as how nature risk will impact financial services and how the new reporting requirements will affect the financial industry.

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

We organised a half-day seminar on nature risk and financial services in partnership with the professional union for natural scientists. Participants included leading scientists, representatives from the industry and the minister of the environment.

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

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

■ **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 – alternatively, email them when submitting the form.**

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

## Industry Program

■ **Member Union:**

Finansforbundet Norway

■ **Title of activity:**

Industry program

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

2023-2027

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

Together with the employers, Finance Norway, we applied for the industry program for continued education focused on sustainability and digitalisation, and got the application accepted. The industry program allocated 15 million NOK a year between 2024 and 2027 for the development and execution of continued education for employees in financial services.

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

We have just reviewed the applications from the educational institutions and will be part of choosing which programs to move forward. The total number of places will be reported next year.

- **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 – alternatively, email them when submitting the form.**

<https://hkdir.no/utlysninger-og-tilskudd/tilskot-til-kompetanseutvikling-i-finansnaeringa-2024>

## Sweden

### TCO Working Group on the Green Transition

- **Member Union:**

Finansförbundet Sweden

- **Title of activity:**

Policy work through the TCO (Central Organisation) working group on the green transition to develop a strategy for the green transition.

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

Fall 2023

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

The TCO working group on the green transition is working on a strategy for the green transition.

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

We are working to finalise a strategy for the green transition for TCO, which will be finalised by June 2024.

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

It is an enriching process where a clear timeline and delegation of tasks are key to a good work process and end result.

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

At this stage, only drafts are available.

## Meetings with International Project Partners

■ **Member Union:**

Finansförbundet Sweden

■ **Title of activity:**

Meetings with international project partners in Latin America on sustainable finance and sustainable development

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

Physical meetings were held with our international project partners in Philadelphia in August 2023 in connection with the UNI World Congress and conferences, and a number of meetings were held online during 2023 as well to discuss the sustainability agenda and international development agenda and share our work and experience with sustainable finance.

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

In Philadelphia, the FSU President and other representatives from the board and secretariat met with our project partners from Latin America in a big “meet-and-greet-meeting”. Apart from that encounter, several bilateral meetings were arranged to discuss the current topics of sustainable finance in relation to the project in Latin America, but also on information sharing of the FSU agenda on sustainable finance and the new political priorities and strategies that affect the international development work.

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

Greater understanding of the needs of our partners and our partners also understand better how to navigate the formal requirements and political landscape in Sweden, which is key for the strategic development and financing of the project in the future. It also improves the overall trust and collaboration and shows the value of formal as well as informal discussions, which really adds value to all our work.

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

It is important to listen to our partners’ needs and fundamental to show interest and take time to engage. Creating personal connections to foster long-term trust and a willingness to walk the extra mile is also fundamental. It is key to invest in physical meetings as well and not only meet online.

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

## Presentations on Sustainable Finance

■ **Member Union:**

Finansförbundet Sweden

■ **Title of activity:**

FSU's position on sustainable finance was presented at the yearly meetings with the different (union) regional meetings throughout Sweden.

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

During spring 2023

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

The FSU position on sustainable finance was presented and put in the context of the green transition to visualise the importance of the finance sector and the finance employees in the transition economy to support sustainable development.

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

Good discussions, filled with questions and reflections, took place, and union clubs showed interest in learning more about this topic.

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

To prepare questions for discussions afterwards and make sure to take the time for proper feedback. To properly define the aim of the activity and work to facilitate the participants' understanding of why this is relevant to me/us as employees.

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

## Policy Work to include Sustainable Finance

■ **Member Union:**

Finansförbundet Sweden

■ **Title of activity:**

Policy work on the motions for the UNI Europa Finance and UNI Finance World to include sustainable finance. The inclusion of a whole new paragraph on sustainable finance was approved at the global level in the new strategic plan for the UNI Finance World 2024-2027.

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



Policy work took place prior to the conferences, and the new strategic plans were approved in Philadelphia in August 2023.

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

FSU Sweden fed into the preparatory policy work through NFU/UNI, and there were several preparatory meetings with our Swedish and Nordic union colleagues to bring this work forward.

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

Sustainable finance is a hot topic at the European level, but it is not a prioritised topic at the global union level for the finance sector. We push the sustainability agenda forward by introducing sustainable finance into the strategic plan for the finance sector at the global level. Global challenges such as the global sustainability goals, depend on a global agenda with global solutions.

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

Collaboration is key to mutual understanding, solid policy discussions, and the development of strategic work plans that contribute to sustainable development at the national and international levels.

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

## Course and Meeting on Green Transition

■ **Member Union:**

Finansförbundet Sweden

■ **Title of activity:**

Members of the FSU board and secretariat took a course at the Stockholm Environmental Institute on the green transition to increase their understanding of the challenges and set of resources to work on the green transition more strategically.

The board member also participated in a TCO delegation in a Nordic high-level meeting on the green transition for a multistakeholder discussion between the Nordic member states and the representatives of the employers and employees to form the basis for an inclusive dialogue on the challenges that the just and green transition entail.

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

During fall 2023

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

The Stockholm Environmental Institute is organising high-level competence development within the field of green transition and sustainable development. The participants increase their understanding of the societal challenges and are introduced to possible solutions to these complex issues.

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

Increased knowledge and understanding of key members of the board and secretariat for a professional and strategic understanding of the challenges and trends that are connected to the green transition towards a sustainable development of society.

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

The importance of well-informed decisions and keeping up knowledge development at all levels to stay in tune with current trends and challenges that influence the finance sector and its employees—and to better understand how the finance sector and its employees play an important part in the just and green transition to sustainable development.

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

## Communications and Advocacy work

■ **Member Union:**

Finansförbundet Sweden

■ **Title of activity:**

Various communications and advocacy work at national and international levels to advance the green and social union agenda.

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

2023

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

FSU Sweden communicated about sustainable finance online through our digital channels, but we also published articles on the topic. FSU Sweden also worked with TCO, NFU and UNI Europa on legislative proposals on sustainability. During 2023, FSU worked in particular with the CSDDD (Corporate Social Due Diligence Directive), which defines and clarifies the responsibility of the board/companies in

the whole value chain regarding potential and actual harm to the environment and people.

FSU worked hard to advocate for the inclusion of the finance sector in the directive and to advance the union agenda by underlining the importance of the employee perspective and that it is key that employees have a say and can influence and take part in the transition. The importance of competence development on the sustainability agenda and its corresponding legal directives that hit the finance sector is also key.

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

Increased understanding and knowledge about the role of the finance sector and its employees in the just and green transition. For a successful transition to a sustainable society, we need to create proper preconditions for the finance sector and its employees.

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

A lesson learned is that when talking about “sustainability”, most people refer to the “green agenda” and not to the “social aspects” of sustainability, which is strange since the union agenda is the “social agenda”. We must work in parallel with the green and socially just agendas since they are equally important, and as unions, we must push the social agenda forward; that is our strongest selling point.

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