



## **- Stepping Further -**

**NFU Work Plan 2017-2018**

## **Introduction**

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

The vision above is the one set out in the NFU Policy Platform – together with NFU’s policy goals on the employee, company/sector, and society levels.

The following NFU Work Plan seeks to implement and realize the vision and goals in the NFU Policy Platform for the years 2017-2018.

The plan is organized along three main areas: Agenda Setting, Union Cooperation, and Communication.

## **Agenda Setting**

NFU should strive to define the agenda of policymakers and stakeholders in the financial sector in Europe through a high level of competence and dialogue. NFU acts to shape the bigger picture of the financial sector and of its role in society through qualified input and debate.

Starting first with competence: the search for knowledge, the build-up of knowledge, and the spreading of knowledge both within and outside NFU should underpin everything we do. Through competent input we aim to shape the agenda of European policymakers. The work with creating new knowledge that support the Nordic and European priorities of the NFU member unions must continue. Maintaining and developing our ties with the research community should as well. NFU should be a Nordic knowledge hub, adding value through competence. This will be achieved by actively building and spreading knowledge among the member unions and to external stakeholders in regulation and financial sector policy issues.

The dialogue part is equally crucial. NFU should strive to have a seat at the table with policymakers and regulators in Europe. We should strive to make our voice heard in the discussions about framework conditions for the Nordic and European financial sectors. And we must work to get financial sector business strategies to work for sustainable growth in the real economy and invest in finance employees’ competence and influence.

### **1. Building Expertise And Knowledge**

- 1.1. Produce research reports to form the basis of influencing in NFU’s key policy issues
- 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
- 1.3. Intensify contacts and cooperation with the research community to seek out new knowledge in key NFU policy issues

- 1.4. Map and analyse the implementation of EU financial regulation in the Nordic countries and its effect on finance employees
- 1.5. Strengthen the internal coordination and coherence between NFU's policy areas
- 1.6. Arrange expert group and/or roundtable meetings when relevant to discuss issues relating to European regulatory or financial sector development

## **2. Promoting NFU Policies**

- 2.1. Initiate and coordinate NFU reactions to relevant EU regulation proposals
- 2.2. Coordinate NFU input to UNI in regulatory and other union policy matters
- 2.3. Put forward NFU policies and reactions to relevant EU legislation: towards Commission, Parliament and Council and other relevant authorities, such as the Nordic Council of Ministers
- 2.4. Keep a special focus on following and influencing the European Supervisory Authorities
- 2.5. Actively seek to put NFU key policy priorities on the agenda of policymakers through promoting NFU resolutions, statements, and other means
- 2.6. Maintain and expand networks, dialogue and cooperation with relevant external stakeholders in regulation and sector development issues on both European and global level (for example: FSB, Basel Committee, World Economic Forum, Finance Watch, BEUC, employer organisations, etc)
- 2.7. Be an active stakeholder in the discussion on the role of finance and financial institutions in society

## **Union Cooperation**

All of NFU's policies and activities rely on a strong cooperation among the member unions. To support this, NFU must step further in strengthening the networks within NFU for a deeper exchange of knowledge and strategy. Be it by conferences, seminars or otherwise, the internal networking activities should support this aim. Both the member unions themselves and their company-based union branches should stand to benefit.

NFU will also aim to reinforce cooperation with union colleagues in other sectors and regions. By drawing closer ties to other union organisations in the Nordic and European settings, NFU can gain stronger impact for our policies. At the same time, we 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.

Finally, NFU will dedicate resources to supporting organizing in the finance sector in the Baltic countries, within the framework of the Baltic Organising Academy.

### **3. Internal Cooperation**

- 3.1. Arrange expert training for Nordic high-level trade union representatives and evaluate the results
- 3.2. Arrange the biennial NFU Conference in 2017
- 3.3. When relevant, arrange expert group and/or roundtable meetings to discuss Nordic financial sector issues and EU legislation of relevance for employees
- 3.4. When relevant, facilitate networking aimed towards building knowledge and exchanging best practice in company-level transnational union issues including EWC

### **4. External Cooperation**

- 4.1. 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
- 4.2. Proactively coordinate and influence the NFU participation in the Bank and Insurance Social Dialogues
- 4.3. Support finance sector organizing in the Baltic Sea area through coordination within the Baltic Organising Academy

## **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 constantly try to improve the methods for internal communication of plans and results. The member unions should be able to see and understand the consequences of regulation and the importance of international trade union work and lobbying activities.

For the external visibility, NFU should strive to increase our 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 our visibility towards other organisations who share our focus on sustainable finance. NFU should also seek out cooperation with employers' organisations when relevant.

## **5. Communication**

- 5.1. NFU should work to increase the knowledge of NFU's activities and results internally and externally, including through the new NFU website and relevant social media channels
- 5.2. Continue to refine the communication to affiliates on NFU's policies, activities and results in financial regulation and sector issues (NFU Update, EU Monthly Report, web, etc)

## **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.