

NFU Union Council

Stockholm October 27-28, 2011

Item 2 – Accounts and activity report for 2010



NFU

Nordic Financial Unions

Annual Report 2010

Nordic Financial Unions Annual Report 2010

Introduction

For the NFU member unions, 2010 was again a year where the immediate aftermaths of the global financial crisis had upmost priority. Layoffs in the sectors continued as corporations sought ways to get back on track. However, the NFU member unions also felt that corporations used the financial crisis as an excuse to fire more employees than necessary and to enforce restructurings that otherwise would have been difficult to do. Indeed many of the Nordic corporations came out of 2010 with substantial profits. The national economies in our region suffered to varying degrees a blow, yet comparatively to many other nations, the downturn was far less severe than in the rest of the European area. Despite this, 2010 saw a rise in unemployment in our Nordic sectors and in the labour markets as a whole.

The European Union through the Commission answered to the crisis with a radical swift in their approach to regulation. From a pre-crisis anti-regulation ideology, the EU has swung to a for-regulation ideology with an unprecedented swift construction and implementation of many Directives. In total NFU replied to 14 directives during 2010. As a consequence the importance of EU legislation for the functioning of our sectors is large – and only getting larger.

The pressure on the NFU was therefore two-fold. It came from the corporations, and it came from the EU. EU legislation includes many sound attempts to set new frames that will improve the long-term sustainability of the sectors. However, the recognition and inclusion of the social partners' key role in the formation, implementation and monitoring of the legislation is generally lacking. The NFU strategies to influence change in EU legislation and policies has, on this background, only grown in importance and relevance throughout 2010.

2010 was the second year of NFUs first two-year work plan. Working with strategies over a two-year period has proved to be beneficial for NFU. We have had time to focus our activities and continuously follow-up on the practical implementation of our strategies. 2010 was though, also a change year with regards the NFU identity, trademark and future strategies and priorities. Through the year, the NFU Steering Committee agreed to a new NFU identity and modus operandi by changing the following: the brand logo, the NFU webpage, the future NFU strategies, the statutes, the future financing of NFU, the mode of coordination with the UNI Europe Finance Policy Officer which the unions sponsor, and lastly, the future internal organisation of our work. As a result, 2010 was a year characterised firmly by change and by proactive strategy making. Naturally these processes required a good proportion of time to develop, adapt and discuss. The NFU secretariat successfully dedicated two work camps away from the office, where the work on the future strategies could be done with no other disturbance. These work camps proved to be invaluable for the development of change.

Personnel issues

The NFU secretariat was united again throughout the year, albeit on varying levels. Christina Colclough was on 50% sick leave from January 1 to August 31, followed by 25% sick leave September 1 to December 31. Arvid Ahrin-Larsson and Magnus Lundberg worked full-time throughout the year.

Activities according to Work Plan 2009-2010

Being a two-year work plan, the following summary of conducted activities is a natural follow-up on the Annual Report 2009. We will not repeat the list of concluded activities from the first year. However, we will end this overview with a summary and evaluation of the entire Work Plan.

NFU Activities in 2010 according to Work Plan 2009-2010

EU/UNI

4. Improve/develop NFU representation in UNI structures

Lillemor Smedenvall, FSU-SE, has continued to serve as the UNI-Europa Finance vice president for Area II. Michael Budolfson and Ulla-Britt Lundqvist are members of UEFs Steering Group. Christina Colclough participated as Area II representative in the Resolutions Committee to the UNI World Congress in Nagasaki.

5. Maintain strong ties to EU institutions and staff so we remain proactive and visible

This was done through telephone, email contacts and physical meetings with selected staff of EU institutions, and at official meetings arranged by the European Commission. The NFU secretariat, as well as representatives from NFU affiliates, continues to be active and appreciated at these meetings.

Besides the official meetings, high level contacts include:

- Olle Ludvigsson, MEP, EMPL and ECON, European Parliament; including his political advisors David Ljung and Robert Casinge (on the CRD issue and framework for certification of financial advisors)
- Kiti Vihavainen, political secretary for Finnish MEP Sirpa Pietikäinen (on NFU and our priorities)
- Dirk Staudenmeyer, Head of Unit for Financial Affairs at Commission DG Health and Consumer issues (on NFU and our priorities)

- Simona Staikova, Political Secretary, DG Health & Consumers (on research assistance from NFU on sales vs. advice)
- Dominique Thienpont, Head of Unit, DG Internal Market
- Marc Hertgen, Policy Officer, DG Internal Market

Social Dialogue meetings:

- Insurance Social Dialogue plenary meeting, 26 January 2010, Brussels
- Bank Social Dialogue working group meeting, 9 March 2010, Brussels
- Bank Social Dialogue plenary meeting, 19 October 2010, Brussels

Other EU related meetings:

- EU Workshop for NFU representatives, 4 February 2010, Copenhagen
- Meeting with the international working group at FSU-SE, 17 February 2010, Stockholm
- Presentation on the impact of European legislation, FTF, 15 June 2010, Stockholm
- Meeting with the international working group at FSU-SE, 23 June 2010, Stockholm

6. Work with the implementation of the revised EWC directive in practice and the revised Social Agenda (July 2008) – including the Collective Bargaining Framework.

During 2010 the NFU secretariat has continued to assist affiliates and transnational unions in EWC related matters.

7. Create EWC Guidelines

This work was assigned to a working group in the Europe Group that would be revising the draft – and unfinished – guidelines that Magnus was working on.

8. Integrate NFU strategies and UNI strategies vis-à-vis EU policies

The following UNI meetings were attended by NFU in 2010:

- UNI Working Group on Stronger EWC's, January 26, Brussels, (no representation from the NFU secretariat, but from the wider NFU family)
- Collective Bargaining Network meeting, January 27, Brussels (no representation from the NFU secretariat, but from the wider NFU family)
- UEF Expert network on "Sales and advice" and "Implementing the bottom-up approach", February 17, Brussels (no representation from the NFU secretariat, but from the wider NFU family)
- UNI Norden meeting, March 23, Stockholm

- UEF Workshop on "Sales and advice", May 4, Brussels, (no representation from the NFU secretariat, but from the wider NFU family)
- Bi-annual consultation meeting with DG MARKT, May 5, Brussels (no representation from the NFU secretariat, but from the wider NFU family)
- Collective Bargaining Network meeting, June 8, Copenhagen (no representation from the NFU secretariat, but from the wider NFU family)
- UNI-Europa Finance Conference, June 9-10, Copenhagen
- UNI Norden meeting, July 2, Oslo
- Financial Markets Reform technical expert group meeting, July 8, Brussels, (no representation from the NFU secretariat, but from the wider NFU family)
- EWC coordination group meeting, September 9, Brussels, (no representation from the NFU secretariat, but from the wider NFU family)
- UNI resolutions committee meeting, September 21-22, Nyon
- UNI Norden meeting, October 7, Helsinki
- UEF Workshop on "Sales and advice": "Developing responsible sales of financial products", October 11, Brussels (no representation from the NFU secretariat, but from the wider NFU family)
- UEF workshop on strategy for future "Stakeholder cooperation", October 12, Brussels (no representation from the NFU secretariat, but from the wider NFU family)
- Bi-annual consultation meeting with DG MARKT, December 2, Brussels

11. EU – project proposal (EWC training)

The following events were carried out within the framework of the NFU project "The creation and maintenance of effective information, consultation and participation structures in the finance sector":

- Workshop 2, 17-18 March, Copenhagen
- Final conference, 25-26 May, Brussels

Other EU/UNI activities

NFU replied to 14 EU consultations papers in 2010:

- Consultation on Insurance guarantee schemes
- Consultation on countercyclical buffers; Policy area II, Financial Sector Stability
- Consultation on access to a basic payment account; Policy area IV, Stakeholder Perspectives

- Green Paper towards adequate, sustainable and safe European pension systems; Policy area IV, Stakeholder Perspectives
- CEBS Draft Guidelines on Remuneration Policies; Policy area II, Financial Sector Stability
- Green paper on corporate governance in financial institutions and remuneration policies; Policy area II, Financial Sector Stability
- Public consultation on a review of the Market Abuse Directive; Policy area II, Financial Sector Stability
- Public consultation on short selling; Policy area I, Sales vs. Advice
- Consultation on derivatives and market infrastructures; Policy area III, Level Playing Field
- Consultation on the results of the study on the operation and the impacts of the statute for a European company (SE); Policy area III, Level Playing Field
- Public consultation regarding further possible changes to the Capital Requirement Directive ("CRD"); Policy area II, Financial Sector Stability
- Consultation on the study on tying and other potentially unfair commercial practices in the financial sector; Policy area I, Sales vs. Advice
- EU Framework for Cross-Border Crisis Management in the Banking Sector; Policy area II, Financial Sector Stability
- Consultation regarding the review of the Financial Conglomerates Directive; Policy area III, Level Playing Field

Transnational Corporate Clubs

13. Merger and Acquisitions Guidelines – Strategy document

This document was cancelled due to lack of resources.

14. Globalisation Document

This activity was cancelled since time proved it unnecessary.

15. Follow-up analysis in the corporate clubs based on analysis from 2008: theme pending on results of 08 analysis

The activity did not take place due to lack of time.

16. Training seminars (one-day seminars) on relevant subjects, examples: cross-national cooperation improvement, creating an EWC, enhancing your EWC, cultural understanding, relation management-employees, management and organisational theory in practice

This activity did not take place due to allocation of resources (time and personnel) to other activities.

17. Establishment of various cross-Nordic ‘task-forces’

This activity did not take place.

23. Create strategy and policy guidelines for transnational cooperation forums within transnational corporations – EWCs, transnational corporate unions etc.

This activity did not take place.

24. Create meeting forums/structures for the leading representatives in the transnational corporations within the NFU umbrella

NFU organised one Executive Forum meeting in 2010. It took place on June 17 and the topic was Baltic Sea strategies from 2010 and onwards.

25-32. Baltic Sea activities

During 2010, the economic support to FPS and Ramunas Markauskas in Lithuania was stopped following the evaluation made in 2009. In addition to this, NFU Executive Forum discussed Baltic Sea strategies (see point 24).

The NFU secretariat also aided in the preparations and accompanied Swedbank on a trip to Latvia discussing possible union formation at Swedbank’s Latvian head office.

49. NFU Website

The work with the renewal of the NFU website was completed during the spring of 2010. The website turned out to be a useful and easily managed tool for NFU’s communication work, with an up-to-date design.

52. Nordic Training Camp

An NFU Nordic Training Camp was carried out on October 25-26 2010 in Brussels, dealing with EU issues. Approximately 35 people from all affiliates participated.

51. NFU Newsletter

During 2010, the Newsletter was integrated into the new NFU website, where NFU news is published on a continuous basis. However, one special issue was published covering the sector conference in Iceland.

55. NFU sector conference 2011

The NFU Sector Conference 2010 took place in Reykjavik, Iceland. Featured speakers were, among others, Olafur Ragnar Grímsson, President of Iceland, and Philip Jennings, UNI General Secretary.

Other activities

Meetings with affiliates and transnational company unions

- NFU had several meetings and presentations with the NFU affiliates and company unions regarding strategic and topical issues:

Presentations

- | | |
|-----------------|-------------------|
| 1. January 18 | FSU-DK |
| 2. January 21 | FSU-NO |
| 3. March 18 | SSF |
| 4. May 19 | Swedbank Latvia |
| 5. September 14 | IF TU conference |
| 6. October 6 | Suora |
| 7. October 26 | Nordea CC-seminar |
| 8. November 1 | Nordic editors |
| 9. November 23 | SSF Board |

Meetings

- | | | |
|--------------|-----------------------------|--------|
| 1. April-May | Congress | DFL |
| 2. May | Congress | FTF |
| 3. May | Congress | FSU-SE |
| 4. October | Congress | FSU-DK |
| 5. November | Meeting with Nordic editors | FSU-DK |
| 6. November | Communication workshop | FSU-DK |
| 7. Nov-dec | Congress | FSU-NO |

Ad hoc working groups

During 2010 three ad hoc working groups were formed with the task of renewing and expanding the NFU Statutes and with regards the future finances in NFU. The groups consisted of Steering Committee members and secretariat staff. They were:

- NFU Economy working group; Jorunn Berland, Anna Karen Hauksdottir, Rauni Söderlund and Christina Colclough
- NFU Statutes working group; Ulla-Britt Lundqvist, Michael Budolfson and Arild Solmark
- NFU job descriptions; Lillemor Smedenvall and Flemming Høyer.

Language

As a consequence of the Union Council's decision to adopt new statutes, NFU's official working language is now English.

NFU meetings

Union Council

The Union Council meeting was held in Oslo on October 13-14. The first day was devoted to internal NFU business, including the discussion and voting procedure regarding amendments to the NFU statutes. Jorunn Berland, FSU-NO, was elected as NFU president. On the second day, the participants took part in a thematic discussion concerning UNI Europa Finance's work with stakeholders, as well as the new Charter on responsible sales of financial products.

Steering Committee (now: Management Board)

Members 2010

President	(JB) Jorunn Berland /FSU-NO	<i>February – December</i>
Vice-President	(UBL) Ulla-Britt Lundqvist/FTF	
	(MB) Michael Budolfson/FSU-DK	
	(SK) Sirpa Komonen/FMF	
	(AKH) Anna Karen Hauksdottir/SSF	
	(RS) Rauni Söderlund/SUORA	
	(MB) Mette Bergman/DFL	
	(LS) Lillemor Smedenvall/FSU-SE	

Management Board Meetings

February 22-23, Stockholm

May 27, Copenhagen

September 15-16, Helsinki

December 9, Stockholm

Among the more important issues that have been on the agenda throughout the year has been the new NFU Work Plan 2011-2012, working through NFU's finances, and new NFU statutes.

Presidium meetings

January 11	(FSU-SE)
January 25	(FSU-SE)
May 10	(phone meeting)
July 1	(FSU-NO)
August 24	(phone meeting)
September 23	(FSU-SE: preparation for Union Council)
November 18	(FSU-SE)
December 8	(FSU-SE)

During 2010 the Presidium held 8 meetings. 6 physical meetings and 2 phone meetings. The Presidium dealt with the forthcoming Steering Committee meetings and the various agenda items. The meetings are partly designed to make sure all relevant information is passed on to the Steering Committee, and partly to discuss other NFU-related issues.

General Secretaries

April 27	(Stockholm)
September 22	(Copenhagen)
December 16	(phone meeting)

The meetings in the general secretary group were mainly concerned with two matters:

1. Knowledge sharing between general secretaries
2. NFU strategies and activities, and the role the affiliates play in supporting them.

Europa Group and Lawyer's Network

February 16, Helsinki

One joint meeting in the Europe Group/Lawyers' Network was held in 2010, in Helsinki on February 16. The meeting discussed the then recent strike in the Finnish financial sector and various EU-related topics such as the CRD issue and the upcoming DG Internal Market meeting.

The GR Network

No meetings in 2010.

External NFU groups

Since the external NFU groups have no reference to the NFU secretariat, their activities for 2010 are not included in this Annual Report. However, it should be noted that;

NFU Management Group

Due to time constraints, the Management Conference 2010 was postponed by the group to May 2011.

Concluding comments for 2010

2010 was a busy, constructive year for the NFU. Not only were the vast majority of tasks in the 2009-2010 Work Plan conducted, many other activities also took place as we swiftly adapted to new circumstances and changed needs.

This then implies that a few activities were not conducted. These were:

Nr. 7 (partially finished)

Nr. 13-17

Nr. 23

The majority of these tasks belonged under the heading Transnational Corporate Clubs. As the year progressed, it became evident that time and resources should not be spent on writing strategy documents. The work environments were changing rapidly in light of the financial crisis, meaning that any given strategy would quickly lose its validity. Instead the NFU secretariat aided the corporate clubs in facilitating meetings, holding presentations, and offering advice and support in transnational issues.

NFU continued through the year to be present and active in many different countries and settings. As regulation from the EU increased, so did our presence in Brussels. This too was reflected in the Nordic Training Camp that was arranged for shop stewards and secretariat staff concerning EU and UNI.

Finally, NFU spent the necessary resources to conduct thorough work on the future strategies of NFU. This was not solely related to future Work Plans, but also concerned the foundations for NFU: i.e. statutes, work descriptions, and rules of procedure. We too renewed the brand image, began focussing on the key role of communication and continued to improve the new website.



Summary remarks on work plan period 2009-2010

Change seems to be the word that characterises the work done in the NFU over the period 2009-2010. Change in the way work was conducted and later would be conducted, change in strategies relative to previous years, change in the amount of time each secretariat person could dedicate to work, and change in the whole organisational brand of NFU.

Despite the fact that some activities that were planned for 2009-2010 had to be postponed or were not conducted, the amount of work done and activities completed was substantial. This is highly satisfying given that the NFU secretariat throughout 2009 and 2010 were manned down.