

- Driving Change -

NFU Work Plan 2019-2020

Adopted by the NFU Union Council in Oslo on October 22, 2018

Introduction

The Mission and Vision below are the ones set out in the NFU Policy Platform – together with NFU’s policy goals on the employee, company/sector, and society levels.

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 and economic growth.

The following NFU Work Plan seeks to implement and realize the Mission, Vision and goals in the NFU Policy Platform for the years 2019-2020.

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

1. Agenda Setting

NFU strives 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 expertise. This will be achieved by actively building and spreading knowledge among the member unions and to trade unions and external stakeholders in regulation and financial sector policy issues.

The dialogue part is equally crucial. NFU strives to have a seat at the table with policymakers and regulators in Europe. We strive to make our voice heard in the discussions about framework conditions for the Nordic and European financial sectors. And we make financial sector business strategies work for sustainable economic development 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. Arrange expert group and/or roundtable meetings when relevant 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 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, employers, etc)
- 1.2.7. Be an active stakeholder in the discussion on the role of finance and financial institutions in society
- 1.2.8. Keep a special focus on following, influencing and putting forward NFU policies to relevant stakeholders in the EU parliament elections in 2019

2. Union Cooperation

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 and more proactive exchange of knowledge and strategy. Be it by conferences, seminars or otherwise, the internal networking activities should support this aim. Internal cooperation also serves another crucial purpose. As management is increasingly cross-national in scope, old union structures are challenged, at worst

creating internal union competition. This must be avoided, and NFU will work to strengthen cooperation among the member unions to create value from cross-Nordic coordination and dialogue. This includes 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. 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. This also includes working to attract new member organisations into NFU, not least considering the financial sector changes that put pressure on NFU and which call for broader support to strengthen our efforts.

Finally, NFU will dedicate resources to supporting organizing in the finance sector in the Baltic Sea area.

2.1 Internal Cooperation

- 2.1.1 Arrange the biennial NFU Conference in 2019
- 2.1.2 Coordinate before the UNI Europa Finance conference in 2019
- 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

2.2 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 Bank and Insurance Social Dialogues
- 2.2.3 Support finance sector organizing in the Baltic Sea area through coordination with relevant stakeholders.

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 constantly try to improve the methods for internal communication of plans and results, 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 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.

3.1 Communication

- 3.1.1 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
- 3.1.2 Continue to refine the communication to affiliates on NFU's policies, activities and results in financial regulation and sector issues via relevant channels.

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.