

Strategy of SASK 2020–2030

sask^{fi}

1. Introduction: Changes and megatrends of the operation environment

The timeline of the strategy is made to coincide with the sustainable development goals of the UN Agenda 2030. Because of ever more rapid – even dramatic - changes of international operation environment annual follow-ups of their effects on the strategy will be necessary. In addition to follow-ups, the first major mid-term update of the strategy is foreseen to take place in 2023.

The following trends and developments recognised in the operation environment will especially be focused on:

Global megatrends with an effect on all other trends listed below:

- demographic change: population growth in some regions, diminishing birth rate in others
- climate change

Other global trends:

- changes of industrial/working life: value chains of global economy, growth of informal economy and new ways of bread winning
- violations of core labour rights and weakening of trade union movement
- growth of migrant populations
- urbanisation
- weakening of constitutional state and pressure against democracy
- changes in regulations of corporate responsibility

Domestic trends:

- demographic change at home
- growing insecurity of jobs and livelihoods
- changes in rank and file membership and structures of trade unions
- changes in development policies and development cooperation.

2. Mission

SASK is the workers' rights organisation of the trade unions of Finland. By empowering trade unions and building up their capacities SASK aims at enforcing of international labour rights, promoting decent work and living wages and thus supporting struggle against poverty and social inequality.

3. Basic values of operations

Social justice, democracy, equality, non-discrimination and inclusiveness are the basic values of SASK. The work is based on international solidarity of the trade union movement, the universal declaration of human rights of the UN and the ILO conventions on international labour rights including the right to living wages and income.

4. Vision

The work of SASK is strengthening labour rights and contributing to eradication of poverty and inequality in sustainable manner. It is an integral part of the global agenda of trade union movement of Finland. SASK is recognised as a reliable partner and an expert on global realm of work in the service of member organisations and their rank and file.

5. Partnerships and modus operandi

Operations of SASK rely on long time partnerships and networks based on mutual respect of each cooperation partner. Modes may vary from a years long partnership to an ad hoc joint operation and from financial support to exchange of expertise and visits. Active development of new forms of cooperation and forms of action is an essential part of the partnerships.

In international operations, the most important partners of SASK consist of free and independent trade unions and their cooperation networks as well as research institutions close to trade union movement. In addition to registered trade unions SASK may have cooperation with labour organisations which are unable to register themselves officially due to limitations by national legislation or because of different forms of oppression. Joint actions in the realm of informal economy may be considered when part of value chains of formal economy.

In Finland, SASK will closely coordinate its activities with Finnish trade union organisations. Cooperation will be maintained also with other NGOs and networks supporting the strategic goals of SASK.

6. Focuses and strategic goals

6.1. International operations

Focuses

SASK's international operations will focus on the following areas and themes:

- where workers' rights and the prospects for a living wage or income meet the greatest challenges;
- where SASK is able to bring special added value because of its knowhow, modes of operations and collaboration networks;
- where operating is especially relevant in terms of preferences of the Finnish trade union movement;
- where trade union movement has a possibility to grow stronger and become an effective civil society actor capable for promoting decent work and equality in the society.

Strategic goals

SASK has promoted social change in (one of) the following forms:

- the actions have contributed to compliance with core labour rights and enhanced working possibilities of trade union movement;
- trade unions supported by SASK have managed to improve the working conditions and income of the groups they represent;
- trade union movement supported by SASK has managed to push through a major social reform improving the quality of life and enhancing the rights of people.

6.2. Operations in Finland

Focuses

- volunteers' activities supporting visibility and strategic goals of SASK among rank and file of trade unions;
- advocacy to promote core labour rights in development policies;

- education supporting trade unions' global agenda with member organisations;
- making use of trade unions' own channels in communicating and campaigning;
- making use of fund raising to promote SASK's brand and enhance participation of trade union organisations and rank and file members.

Strategic goals

- the joint volunteers' advocacy network of SASK and member unions is capable of participating in public discussion on strategic themes in their own unions and the Finnish society;
- there is an improved recognition of the global themes of SASK and trade unions among union rank and file;
- SASK is a strong advocacy organisation on development policies at home;
- fund raising has strengthened SASK's financial position and enhanced the participation and commitment of trade union organisations in operations of SASK.

6.3. SASK as an organisation

Focuses

- extending affiliation among trade union organisations;
- strengthening the role of SASK as an expert organisation by capacity building of personnel;
- strengthening financial position through trade unions' own organisations and by mapping of new sources of finance compliant with basic values of SASK;
- developing digital solutions to facilitate administrative work.

Strategic goals

- affiliation to SASK includes all Finnish trade union organisations appreciating the international cooperation of trade union movement;
- SASK has a capable and sufficiently proportioned staff enjoying its work;
- stronger financial status has made it possible to increase the operations co-financed by the government as well as the strategic forms of operations without government's funding;
- digital applications facilitating administrative work are widely used by SASK and the partners' network.