

Workers' Rights Organisation

Description of the Operating Environment

A Global Power Struggle

The world is facing an intensifying struggle for influence and natural resources. Globalisation is changing its form, and the world is becoming more polarised. Democracy and the liberal social order are under pressure, political confrontation is intensifying, and the rules-based international order is weakening. This is reflected in the narrowing of the space for civil society and the erosion of people's faith in democracy. These tensions destabilise societal stability and make security a key political issue.

The Role of Trade Unions is Changing

Around the world, the fragmentation of working life, atypical employment relationships and the platform economy make it difficult for the trade union movement to reach workers and defend their rights. As the roles of women, young people, immigrants and various minorities are strengthened, trade unions are becoming more diverse and their dynamics are changing.

The unions of the Global North do not reach young people as they have in previous decades; the member base is declining, and resources are decreasing. In Finland, the terms of employment in collective agreements and legislation are converging, weakening the significance of collective agreements. This will change the social status of unions.

Transformation of Working Life

Climate change, demographic change and migration are shaping the global labour market. The climate crisis affects jobs and occupational safety, especially in the Global South, as well as economic and energy policies worldwide. Digitalisation and artificial intelligence are changing the content and organisation of work as well as competence needs. The establishment of remote work challenges work communities and management models.

In addition to the content of work, the transformation will change the possibility of receiving living wages. In the Global South, workers do not receive sufficient support during the transition due to weak social security systems.

Uncertain Development Cooperation Funding

Development cooperation funding is decreasing, and securing long-term operations requires combining several funding sources. In development policy, the emphasis on business will take precedence over traditional development cooperation, and human rights will be left in the background. The value base of development cooperation has changed. However, the strengthening of corporate responsibility and the collaboration with the private sector offer opportunities to

promote human rights in the world of work and diversify funding. Finnish trade unions are committed to international human rights work through SASK in the changed funding environment.

Mission

SASK is a workers' rights organisation that, as part of the Finnish trade union movement, promotes decent work and living wages in the Global South, thus supporting the reduction of poverty and inequality.

Vision

SASK's partners in the Global South succeed in improving workers' rights and promoting decent work in cooperation with SASK and the Finnish trade union movement.

The member organisations are committed to SASK's activities, and their members feel SASK's work is meaningful.

Functional Values of SASK's Work

Justice, equality and non-discrimination, solidarity, inclusion, courage and perseverance

SASK's Value Base

SASK shares the values of the free and democratic trade union movement, which include living wages.

SASK's work is based on the fundamental rights and principles at work defined by the ILO, including the freedom of association and the recognition of the right to collective bargaining, the elimination of forced or compulsory labour, the abolition of child labour, the elimination of discrimination, and a safe and healthy working environment. SASK is committed to the UN's Sustainable Development Goals.

Strategic Priorities

1. SASK is a Trusted Partner in Improving Workers' Rights.

- SASK's operations are based on long-term partnerships based on mutual respect between the parties.
- SASK is a valued partner and participant in social discussion.
- SASK's work is meaningful to its member organisations.
- For volunteers, SASK provides a meaningful community to act in.

2. SASK's Work for Workers' Rights is of High Quality, Productive and Focused.

- SASK has a well-functioning administration and sufficient and competent personnel. The ways of working are modern.
- SASK's resources are used efficiently and insightfully.
- SASK's work is carried out in countries where the trade union movement has the opportunity to strengthen and grow into an active player of civil society.
- SASK's communications and advocacy work can be heard and seen in the right places.

3. Strengthening Workers' Rights Requires Resources.

- SASK's work aims to secure the current funding channels.
- SASK must provide resources to find new funding channels.
- The new funding channels must be based on the value base and support of SASK's mission in accordance with its strategy.
- SASK's self-financing share must correspond to the need for financing.