

Trade Union Pro's strategy 2016–2020

Representative body 24–25 April 2015

Trade Union Pro's strategy 2016–2020

Vision 2020	Aspects (effectiveness)	Strategic goals 2016–2020
<i>An active partner in the development of working life and transformation of society</i>	Livelihood of members and students entering the industry in different situations in life	<ol style="list-style-type: none"> 1. Improving the position of people in fragmented employment relationships 2. Preventing wage discrimination at workplaces 3. Promoting the ranking of clerical work in wage competition
	Well-being of members and students entering the industry at work and at leisure	<ol style="list-style-type: none"> 1. Strengthening the position of shop stewards as negotiating parties at the workplace 2. Developing supervisory work, management and work communities 3. Protecting leisure time
	Development and employment opportunities of members and students entering the industry	<ol style="list-style-type: none"> 1. Enabling learning and continuous competence development during working hours 2. Managing the changes caused by automation and digitalisation in relation to work content and tasks 3. Developing incentives based on membership benefits for retraining
	Sociological influence in working life	<ol style="list-style-type: none"> 1. Reducing the black economy 2. Developing local agreements 3. Increasing the effectiveness of participation systems 4. Prohibiting collective agreement shopping 5. Improving protection against dismissal 6. Best working life and workplaces in Europe

Basic function

Trade Union Pro improves the following aspects concerning private sector members and students entering the industry:

- Livelihood in different situations in life
- Well-being at work and at leisure
- Development and employment opportunities

Pro influences society with the aim of achieving social justice, sustainable economic growth and controlled change in working life.

Trade Union Pro's strategy 2016–2020:

Livelihood of members and students entering the industry in different situations in life

Strategic goals 2016–2020	Strategic measures 2016–2017	Effectiveness indicators (baseline 2014)	Objectives	
			2017	2020
1. Improving the position of people in fragmented employment relationships	<ol style="list-style-type: none"> 1. Limiting the use of zero-hour contracts 2. Pursuing weekly minimum working hours for part-time workers 3. Preserving the level of unemployment security 4. Reducing the use of external workforce and the number of temporary employment agreements 5. Ending the shift towards necessity entrepreneurship 6. Developing active employment measures 7. Developing change security in order to reduce the duration of job searches 	<p>Examples of indicators:</p> <ul style="list-style-type: none"> • Proportion of members in fragmented employment relationships (20%) • Unexplained pay gap, e.g. gender (8%), fixed-term employment (10%), temporary agency work, zero-hour contracts, payroll system and ethnic background • Purchasing power of members in relation to the Finnish standard • Pay gap of clerical employees in relation to professional and managerial employees 		
2. Preventing wage discrimination at workplaces	<ol style="list-style-type: none"> 1. Promoting the opportunity to divide family leaves more evenly between both parents 2. Reducing the unexplained pay gap between the genders 3. Improving the position of migrant workers and people of different ethnic backgrounds in remuneration 			
3. Promoting the ranking of clerical work in wage competition	<ol style="list-style-type: none"> 1. Improving the ranking of clerical employees in wage competition in relation to different personnel groups and corporate management 2. Maintaining and developing the competence of workers 3. Developing the payroll systems of collective agreements and different remuneration methods in a transparent manner 			

Trade Union Pro's strategy 2016–2020:

Well-being of members and students entering the industry at work and at leisure

Strategic goals 2016–2020	Strategic measures 2016–2017	Effectiveness indicators (baseline 2014)	Objectives	
			2017	2020
1. Strengthening the position of shop stewards as negotiating parties at the workplace	<ol style="list-style-type: none"> 1. Improving the job security and professional competence of shop stewards as well as their rights of access to information and the utilisation of these rights 2. Training shop stewards to act as equal negotiating partners 3. Strengthening cooperation between shop stewards and support from the workplace 	<p>Examples of indicators:</p> <ul style="list-style-type: none"> • Participation of shop stewards and their opportunities to influence the company and its management (labour market survey, STTK's staff representative barometer) • Opportunities of members to influence their work and working hours (52%) • Satisfaction of members with workplace management (47%) • Fairness and justice experienced by members in their work community (68%) • Sick days of members per year (11.5 days) • Quality of leisure time (67%) 		
2. Developing supervisory work, management and work communities	<ol style="list-style-type: none"> 1. Improving the command of work community skills and working life rules 2. Identifying burdening work and promoting coping at work 3. Developing the use of multiform, employee-oriented working hour models 			
3. Protecting leisure time	<ol style="list-style-type: none"> 1. Taking recovery from work into account in planning and monitoring working hours and making changes to shifts 2. Taking family situations and phases of life into account in working life and in balancing work and leisure time 3. Developing working hour monitoring and cooperation with the authorities 			

Trade Union Pro's strategy 2016–2020:

Development and employment opportunities of members and students entering the industry

Strategic goals 2016–2020	Strategic measures 2016–2017	Effectiveness indicators (baseline 2014)	Objectives	
			2017	2020
1. Enabling learning and continuous competence development during working hours	<ol style="list-style-type: none"> Improving the equal opportunity of all members to participate in training Influencing the development of the adult education system with the aim of achieving flexible and individual training solutions Influencing the development of labour market training in order to ensure that training supports employment more effectively Supporting the competence and careers of people with a long employment history Developing quality and remuneration in practical training periods Influencing the development of the apprenticeship system in order to ensure it supports employment and competence Developing the study leave system to meet individual needs more effectively 	<p>Examples of indicators:</p> <ul style="list-style-type: none"> Training days paid by the employer (2.3 days per year) Participating in occupational training paid by the employee or someone other than the employer (2.5 days per year) Comprehensiveness of personal training plans (27%) Actual ratio of development to routine work (30%) Risk of job loss experienced by members due to automation and digitalisation (25% of jobs in ten years' time) 		
2. Managing the changes caused by automation and digitalisation in relation to work content and tasks	<ol style="list-style-type: none"> Systematically assessing future competence needs from the perspective of clerical work Emphasising development and learning in job descriptions regarding clerical employees Entering new fields by means of agreement operations, among other measures 	<ul style="list-style-type: none"> Unemployment and temporary layoff rate among members (10.2%) Duration of job search (median 90 days) Amount of long-term unemployment among members 		
3. Developing incentives based on membership benefits for retraining	<ol style="list-style-type: none"> Developing membership benefits and career and recruitment services supporting members' retraining 			

Trade Union Pro's strategy 2016–2020: Sociological influence in working life

Strategic goals 2016–2020	Strategic measures 2016–2017	Effectiveness indicators (baseline 2014)	Objectives	
			2017	2020
1. Reducing the black economy	<ol style="list-style-type: none"> 1. Increasing the abilities of wage earners to identify features of the black economy at their workplaces 2. Increasing the abilities of staff representatives to use tools developed for fighting against the black economy 3. Increasing the unionisation rate 4. Increasing the number of staff representatives and their coverage in companies 	<p>Examples of indicators:</p> <ul style="list-style-type: none"> • Ratio of black economy to GDP in the fields represented by Pro • Employee-oriented local agreement model • Adequate competence for local agreements and negotiations • Dismissals under the cooperation procedure / dismissals carried out • Functioning of cooperation at workplaces as experienced by shop stewards (STTK's staff representative barometer) • Financial situation vs well-being experienced by members in largest Pro member companies (correlation) • Ecological responsibility at Pro workplaces (63%) 		
2. Developing local agreements	<ol style="list-style-type: none"> 1. Improving the coverage of shop steward systems and increasing shop stewards' opportunities to act in companies 2. Moderating the employer's right to supervise work and increasing the obligation to negotiate prior to decision-making 3. Defining matters belonging to the sphere of local agreements bindingly in collective agreements 			
3. Increasing the effectiveness of participation systems	<ol style="list-style-type: none"> 1. Jointly developing genuinely interactive occupational health and safety and cooperation procedures 2. Introducing more binding legal provisions on the establishment of participation systems and improving their functioning 3. Increasing the number of staff representatives in management teams 			
4. Prohibiting collective agreement shopping	<ol style="list-style-type: none"> 1. Building cooperation between labour market organisations in order to increase clarity in agreement activities 2. Taking the development of clerical work content into account in the scope of application 3. Clarifying the position of professional and managerial employees in agreement operations and unionisation 4. Developing legislation and collective agreements in order to ensure compliance with generally established field-specific agreements 			
5. Improving protection against dismissal	<ol style="list-style-type: none"> 1. Improving and expanding provisions in legislation and collective agreements on change security and cooperation procedures 2. Improving the level of protection against dismissal 3. Jointly developing the application of the Act on Co-operation within Undertakings to ensure genuine cooperation 4. Improving the job security of ageing employees 5. Reinforcing the protection against dismissal of employees returning from family or other leaves 			
6. Best working life and workplaces in Europe	<ol style="list-style-type: none"> 1. Implementing the Working Life 2020 strategy at workplaces 2. Influencing the incorporation of sections supporting good management and supervisory work into staff training contents 3. Increasing knowledge of working life in basic and vocational training 4. Highlighting the effect of well-being on companies' productivity 5. Monitoring compliance with collective agreements and labour legislation in subcontracting and agency-hired labour 			

Trade Union Pro's strategy 2016–2020:

Pro's overall strategic success (vitality and competitiveness of the union)

Vision 2020	Aspects (effectiveness)	Strategic goals 2016–2020	Strategic measures 2016–2017	Pro's vitality and competitiveness indicators (baseline 2014)	Competitiveness and service ability goals		
					2017	2020	
<i>An active partner in the development of working life and transformation of society</i>	Livelihood in different situations in life	<ol style="list-style-type: none"> Improving the position of people in fragmented employment relationships Preventing wage discrimination at workplaces Promoting the ranking of clerical work in wage competition 		<p>Examples of indicators:</p> <ul style="list-style-type: none"> Satisfaction of members with their life (working life 65%; leisure time 77%) Satisfaction of members with the supervision of interests at their workplace (61%) and the operations of the union (67%) Net change in the number of members Unionisation rate development in Pro contract fields Density and coverage of the shop steward network (20% of workplaces; 60% of members) Coverage of Pro's influence network (international, national and regional) Wage change in Pro fields Development of members' employment Survival of clerical work Productivity and appeal/attractiveness of Pro fields General opinion of Pro Development of the union's working capital 			
	Well-being at work and at leisure	<ol style="list-style-type: none"> Strengthening the position of shop stewards as negotiating parties at the workplace Developing supervisory work, management and work communities Protecting leisure time 					
	Development and employment opportunities	<ol style="list-style-type: none"> Enabling learning and continuous competence development during working hours Managing the changes caused by automation and digitalisation in relation to work content and tasks Developing incentives based on membership benefits for retraining 					
	Sociological influence in working life	<ol style="list-style-type: none"> Reducing the black economy Developing local agreements Increasing the effectiveness of participation systems Prohibiting collective agreement shopping Improving protection against dismissal Best working life and workplaces in Europe 					

Basic function