

Annual Report 2022



From the director

Highlights of the year by Dr Natalia Ollus

The year 2022 was a year of many changes and new developments. It was also the year when the global pandemic that defined the two previous years receded, and people started to return to the office for face-to-face meetings and get-togethers. It was also the year when Russia commenced its war of aggression against Ukraine, and security in Europe changed significantly. Also, the energy crisis and questions of climate change became more acute. All of these developments affect also HEUNI's areas of work.

In 2022 HEUNI welcomed several new colleagues: Dr Julia Korkman started as Senior Programme Officer, Saara Haapasaari began working as the new Sustainability Specialist, and Ieva Silinevica joined HEUNI as our new Administrative and Finance Specialist. It has been a pleasure to have all three on board, and HEUNI's work has developed tremendously thanks to their input. Julia brings expertise on legal psychology, in particular investigative interviewing, witnesses in legal processes, and crimes against children. Saara comes from the corporate world and with her expertise on responsible sourcing and human right in supply chains strengthens HEUNI's work on corporate social sustainability. Ieva has extensive experience of financial management and EU projects and joined HEUNI to strengthen HEUNI's project and financial management processes.

In 2022 HEUNI both developed and implemented many new projects in all four strategic areas of work. Within our work with victims of crime and their access to justice we have strengthened our work with children as victims of crime, in particular sexual violence. We also developed a new project to support victims of forced marriages. This project received a positive funding decision from the European Commission and will commence in early 2023. Within our work to counter different forms of trafficking in persons we continued to work with law enforcement actors to develop the pretrial investigation of human trafficking. In the context of our EU-funded ELECT project we also carried out a study on current trafficking trends involving Ukraine and Poland. With regard to economic crimes, HEUNI joined forces with the University of Turku to implement a study on the criminal provisions covering underpayment and related crimes. One major area of development was our work on corporate social responsibility. During the first half of the year, HEUNI carried out a major study for the International Organization for Migration on human rights violations in European supply chains. In 2022 HEUNI also started to develop services for businesses and public procurement units in order to prevent labour exploitation in local supply chains.

As the pandemic receded, we could finally organize a live event to celebrate HEUNI's 40th anniversary. The HEUNI Day on 15 November was a success. The event at the National Museum in Helsinki gathered both a large live and online crowd. During the day, HEUNI staff members engaged in lively and interesting dialogues with our key counterparts. The keynote presentation was given by the chair of the new HEUNI Advisory Board, Professor Katja Franko from the University of Oslo. All presentations from the event are available online on [ADD LINK](#).

In 2022 we could finally also physically meet the HEUNI international Advisory Board. As the term of the Board came to an end at the end of 2022, I would like to use this opportunity to sincerely thank the members of the HEUNI Advisory Board for all important insights and support over the years. A sincere thank you also to all HEUNI colleagues for your commitment, expertise and collegiality during the past year!

Natalia Ollus
HEUNI Director



HEUNI values include 4 pillars: fairness and justice; knowledge, professionalism and quality; courage and confidence; imagination and resourcefulness. During 2021 we continued to explore ways to innovate our work and use online resources, support each other in worklife and beyond, enjoyed various recreational activities together to keep our spirits up.

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(LINKEDIN.COM/COMPANY/HEUNI) .**

**IF YOU HAVEN'T DONE SO ALREADY,
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[HTTP://BIT.LY/HEUNI_NEWS](http://bit.ly/heuni_news)**

2022 at a glance

April - May

The Central Union of Swedish-speaking Agricultural Producers in Finland (SLC) partnered with HEUNI to train members on ethical recruitment and preventing exploitation of migrant workers. This collaboration followed a widely publicized case of exploitation among greenhouse workers. The police are currently investigating the exploitation of Vietnamese greenhouse workers on Finland's western coast. It is suspected that the workers paid high recruitment fees, leading to debt, and lived and worked in poor conditions. Some workers reside in Finland with their families. HEUNI's director, Natalia Ollus, spoke at a webinar for SLC members, providing indicators of exploitation and recruitment risk identification. HEUNI continues to assist agricultural producers in developing tools and guidance to prevent exploitation and human trafficking, while also raising awareness among workers about their rights and available support. SLC launched a sustainable recruitment checklist in collaboration with other stakeholders in April.

January

The Finnish Police and THL's Barnahus project have released a handbook for investigating violent and sexual crimes against children. It provides guidance on pre-trial measures and serves as educational material for professionals working with child victims. The handbook is available in Finnish and will be translated into Swedish. Dr. Julia Korkman played an active role in the project, focusing on how child victims and witnesses should be interviewed during the investigative process. She has also been instrumental in training police officers and forensic psychologists in child interviewing techniques and conducting research on the quality of child interviews and children's experiences during police investigations.

May

*HEUNI's Anniina Jokinen, Natalia Ollus and Anna-Greta Pekkarinen participated in the research seminar organised by the Nordic Research Council for Criminology (NSfK) titled *Crime and Crisis in the North: Past, Present and Future*. The seminar was organised in Hveragerði in Iceland on 9-12 May 2022. The HEUNI team presented their papers together with Swedish and Danish colleagues as part of the NSfK-funded project "Law in action - Policy and legal responses to the exploitation of migrant workers in the Nordic countries". In the first panel of the seminar, Anniina and Anna-Greta gave a presentation on "Different understandings of labour trafficking and exploitation in Nordic court cases", while Marlene Spanger and Natalia Ollus presented on "Policies on human trafficking and labour exploitation in the Nordic region". The Swedish colleagues Isabel Schoultz and Heraclitos Muhire presented a paper the team is writing together titled "Vulnerable, deceived, or free to leave - the legal construction of migrant victims of labour exploitation in the Nordic region".*

November

HEUNI DAY 2022

Building on HEUNI's extensive experience of research and policy development in crime prevention and criminal justice, we strive to find new ways of tackling today's wicked problems in order to build a sustainable future. The HEUNI Day 2022 focused on the interconnected questions of globalization, crime, security, migration and rights.

December

Launch of a guide for risk management in national supply chains

Commissioned by the Ministry of Finance, the European Institute for Crime Prevention and Control, affiliated with the United Nations (HEUNI), produced a guide for risk management in national supply chains for public procurement agencies in Finland. Public procurement agencies include the central government and municipalities, which are required to comply with the Act on Public Procurement and Concession Contracts. The guide has been prepared in connection with the Action plan for effective public procurement and the implementation of the Procurement Finland Strategy.

September

From Exploitation to Fair Employment

New report focusing on the challenges of the organisation of employment services to migrant victims of trafficking in Finland and strengthening their access to employment was launched. The topic has not been studied in Finland before and is quite novel also internationally.

The report has been written in cooperation by HEUNI and the National Assistance System for Victims of Trafficking as part of the EU-funded IKUT-project in which services for improving the transferable skills of trafficking and exploitation victims are also assessed and developed. Human trafficking is a new phenomenon for many actors in the field of employment services. The study identified many areas for further development and several of the recommendations made are currently in the pipeline, including developing training on identification of human trafficking for the employment service staff.

June

Helsingin Sanomat published HEUNI's op-ed with YIT on prevention of labour exploitation

HEUNI's director Natalia Ollus wrote an op-ed on corporate responsibility to prevent labour exploitation together with Juhana Häkkänen, VP of Supply Chain Management at YIT, the largest construction company in Finland. The piece highlights that prevention of labour exploitation and corporate responsibility requires continuous work in order to improve the situation of vulnerable workers. The op-ed also emphasizes that neither Finland nor other European countries are free from the most severe violations of human rights, such as labour exploitation and human trafficking. Therefore, companies need to include actions in their due diligence that also secures the labour rights in local supply chains. The piece can be read in Finnish here: [Yritysten tulee puuttua työoperäiseen hyväksikäyttöön - Mielipide | HS.fi](#)

Operational Framework

THE EUROPEAN INSTITUTE FOR CRIME PREVENTION AND CONTROL, AFFILIATED WITH THE UNITED NATIONS (HEUNI) FUNCTIONS under the joint auspices of the Government of Finland and the United Nations as an independent research and policy-making institute. HEUNI was established in 1981 with an agreement between Finland and the United Nations.

HEUNI's work is guided by its founding statutes, which state that HEUNI:

- organises seminars for policy-makers, administrators, experts and researchers;
- collects, provides, publishes and disseminates information;
- conducts research;
- and holds conferences and meetings.

HEUNI's work is increasingly focusing on conducting research, on publishing the findings in easily accessible formats, disseminating the findings to relevant stakeholders, and participating in policy-making related to the institute's areas of focus.

HEUNI's menu of services include the development of research methodologies, the collection and analysis of various forms of data, the development of indicators, measures, practical tools and guidelines, and the provision of training.

HEUNI selects and develops its areas of focus independently but is guided by the priorities of the United Nations.

HEUNI's mandate of work covers all of Europe but HEUNI aims to transfer European practices and knowledge also beyond this geographic region.

HEUNI is the European regional institute in the United Nations Criminal Justice and Crime Prevention programme network (PNI). HEUNI's affiliation with the United Nations means that HEUNI collaborates with other members of this network, closely follows the work of the UN vis-à-vis the prevention of crime and crime control within the framework of criminal justice and supports the UN in the implementation of its priorities, in particular the Agenda 2030 for Sustainable Development and the Sustainable Development Goals.



Nati

HEUNI'S ORGANISATION

HEUNI has a professional and motivated team of experts and efficient administrative processes that supports the work of the institute. In 2022, HEUNI employed 4 interns: *Terhi Stenholm* (MA student of the Sociology programme at University of Turku), *Riikka Huovinen* (MA student of Criminology at the University of Helsinki) and *Tiina Turunen* (MA student of Criminology at the University of Helsinki) who continued her work at HEUNI as a research assistant and *Frej Vuori* (Online Media Student at Arcada University of Applied Sciences) served as communications intern.

Director

Dr. Natalia Ollus

Senior Programme Officers

Inka Lilja (on leave)

Anniina Jokinen

Dr. Julia Korkman

Researchers

Anni Lietonen (on leave)

Anna-Greta Pekkarinen

Sustainability specialist

Saara Haapasaari

Communications Officer

Aleksandra Anikina

Administrative and Finance Specialist

Ieva Silinevica

Administrative Assistant

Jaana Ryan

Project Secretary

Aili Pääkkönen

In December 2021 HEUNI appointed Adjunct Professor Julia Korkman as Senior Programme Officer and Ieva Silinevica as the new Administrative and Finance Specialist, both for a fixed-term position.

Julia Korkman is an adjunct professor in legal psychology. Dr. Korkman has led several large research projects in the field of legal psychology and has expertise in, among other things, investigative interviewing and assessing witnesses in legal processes, investigating alleged cases of crimes against children, eyewitness identifications, factors associated with rape victims' tendencies to make police reports and asylum processes. In her new role, Korkman will be responsible for the planning and implementation of HEUNI's EU and other international

and national projects, especially regarding the rights of victims of crime and the fight against violence against women. Dr. Korkman will commence her position as of 1 January 2021 until 31 August 2023.

Ieva Silinevica has a master's degree in social sciences. She has extensive experience in coordinating various EU projects at the Finnish National Agency for Education, where she worked as a project coordinator in the Internationalization Services Unit for Youth, Culture and Sports, and as a financial planner and coordinator in the EU Program Coordination Unit. At HEUNI, Ms Silinevica's responsibilities include developing the institute's project and financial management processes. Ms Silinevica's position is between 1 January 2021 and 31 December 2023.

Saara Haapasaari joined HEUNI as a sustainability specialist starting from 2022, and she is responsible for developing HEUNI's CSR operations and collaboration with companies. Saara has a background in the corporate world, and she holds a master's degree in Economics and Business Administration. Before joining HEUNI, Saara worked as a sustainability specialist at Finland's largest construction company. In her studies and previous experience, Saara has focused on responsible sourcing, human rights and due diligence, including the identification and prevention of labour exploitation in a high-risk industry.

ADVISORY BOARD

The international Advisory Board of HEUNI serves as an important link with the United Nations and the various regions of Europe. The Chairman of the Advisory Board and four of its members are appointed by the Secretary-General of the United Nations after consultation with the Government of Finland. Four members of the Board, including the Director of HEUNI, are appointed by the Government of Finland.

The members of the Advisory Board are appointed for a period of five years. For the 2018 – 2022 term the composition of the Board is as follows:

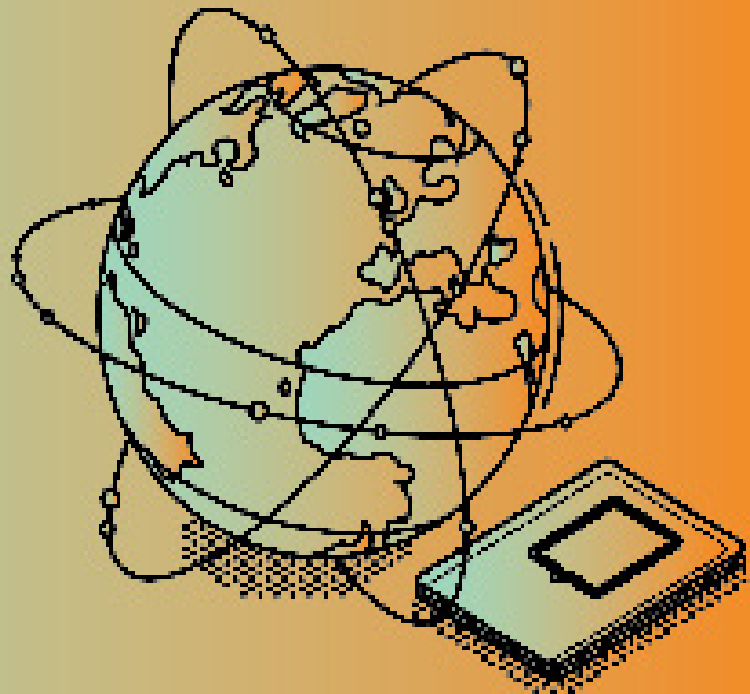
- Dr. Miklós Lévy, Professor of Criminology and Criminal Law, Head of the Department of Criminology, Faculty of Law, Eötvös Loránd University, Chairman of the Board
- Dr. Anna Alvazzi del Frate, Chair of the Alliance of NGOs on

Crime Prevention and Criminal Justice



Focus areas

Strengthening the criminal justice responses to, including identification of human trafficking and similar crimes (such as forced marriage, exploitation of children and young people, labour exploitation)





#ELECT THB

Enhanced Law Enforcement
Cooperation and Training on
Trafficking in Human Beings

ELECT THB. Enhanced Law Enforcement Cooperation and Training on Trafficking in Human Beings

2020 - ongoing

The ELECT THB project aims to enhance the identification and investigation of trafficking in human beings (THB) for sexual and labour exploitation and increase collaboration between law enforcement authorities and other key actors to combat it.

The project has been developed in close cooperation with law enforcement and other authorities in Finland, Estonia and Latvia to strengthen the knowledge of and approach to human trafficking.

Evidence shows that trafficking criminality spans across the countries. Criminals use complicated structures to hide their activities – e.g. fronts, cascade sub-contracting, posting of workers – and to launder and hide the illicit flows and proceeds of crime.

Human trafficking and the wider shadow economy and financial crime are also closely linked. Therefore, the project aims to disrupt the financial business model of trafficking which will help counter the impunity of traffickers, exploiters, profit makers, users and abusers and untangle the trafficking chain.

ELECT THB outcomes will:

- strengthen the capacity to investigate and prosecute human trafficking cases;
- disrupt the financial gains of trafficking and
- help victims access justice.

Key project activities:

- collection of best practices of functioning models and lessons learned of collaboration between the different authorities;
- comprehensive online investigation resource;
- a visualisation tool for untangling the trafficking chain;

- online training resource based on the latest information on modus operandi of traffickers schemes & routes used;
- 4 national trainings;
- 2 international training workshops;
- 2 operational exchange visits to Poland and Ukraine.

Contacts:

- Project coordinator (for all the general enquiries about the project), project manager in Finland: Anniina Jokinen, Senior Programme Officer at HEUNI, anniina.jokinen@om.fi
- Anna Markina, project manager in Estonia, Lecturer in Sociology of Law, Institute of Law, University of Tartu, anna.markina@ut.ee
- Agnese Zīle-Veisberga, project manager in Latvia, Senior expert, Ministry of the Interior of Latvia, agnese.veisberga@iem.gov.lv



Ministry of the Interior
Republic of Latvia



This project was funded by the European Union's Internal Security Fund — Police. Grant agreement number 101021497

Study on reflection periods granted for THB victims and trading in sexual services as grounds for denial of stay

2022 – 2023

The Ministry of the Interior of Finland has commissioned a study, which HEUNI will carry out, on the reflection periods granted to victims of human trafficking during which the victims can decide whether to cooperate with the authorities in apprehending the suspected perpetrators. In addition, HEUNI will examine how suspicions of trading in sexual services are taken into account in cases where denial of stay is considered.

The aim is to find out whether there are any challenges or shortcomings in legislation, its application or in the practices of the authorities that prevent the detection of human trafficking and the referral of victims of sexual exploitation, in particular, to assistance, consequently preventing the realisation of their rights as well as the enforcement of criminal liability.

HEUNI will analyse documents containing decisions made by the Police, the Finnish Border Guard, the Finnish Immigration Service and the Assistance System for Victims of Human Trafficking. This data will be complemented by interviews with the authorities and practitioners working with the victims.

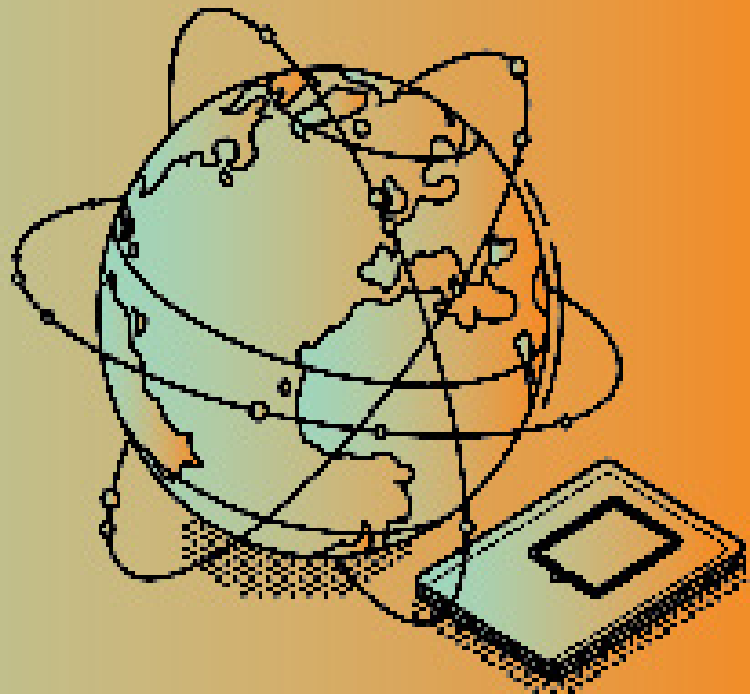
The need for this study was laid out in the Action Plan against Trafficking in Human Beings published in 2021. The study will produce information for anti-trafficking work and its development, and it is due to be published in the beginning of 2023. Based on the study, an assessment can be made of possible needs to amend legislation or of other development measures.

Contacts:

- Anniina Jokinen, Senior Programme Officer at HEUNI, anniina.jokinen@om.fi

Focus areas

Enhancing the skills of businesses and public procurement agencies to identify and prevent exploitation in supply chains.



Regional mappings on sector-specific risks to migrant workers in European supply chain contexts

2021 - 2022

HEUNI is working on a new project in cooperation with the International Organisation for Migration (IOM) Regional Office for EEA, EU and NATO as a part of their undertaking on Sustaining and Scaling Private Sector Engagement to Protect Migrant Workers in Europe. In this project HEUNI is conducting four regional mappings on sector-specific risks to migrant workers in European supply chain contexts. The sectors of interest are agriculture, food processing, hospitality and manufacturing.

HEUNI's four regional mappings aim to form a deeper understanding of the risks, gaps and good practices related to protecting migrant workers and the role of both private and public sectors. HEUNI's work will inform and support businesses in advancing the rights of migrant workers in a wider European context.

The work will utilize information on the differences between different European regions and approaches to due diligence, corporate governance, and supply chains in order to identify ways to support businesses in their work concerning migrant workers' rights. The project findings will be presented in two online workshops organized by the IOM in April. For more information, visit the Labour Mobility and Ethical Recruitment website by the IOM Regional Office.

The mapping outcomes will:

- advance the rights of migrant workers
- deepen the understanding of risks, gaps and good practices related to the issue
- help understand the role of private and public sectors in protecting migrant workers
- inform and support businesses in advancing the rights of migrant workers in the European context
- focus on barriers and best practices in migrant worker's access to protection rights, justice and remedy

Contacts:

- Project coordinator: Anna-Greta Pekkarinen, researcher at HEUNI, anna-greta.pekkarinen@om.fi
- Saara Haapasaari, sustainability specialist at HEUNI, saara.haapasaari@om.fi



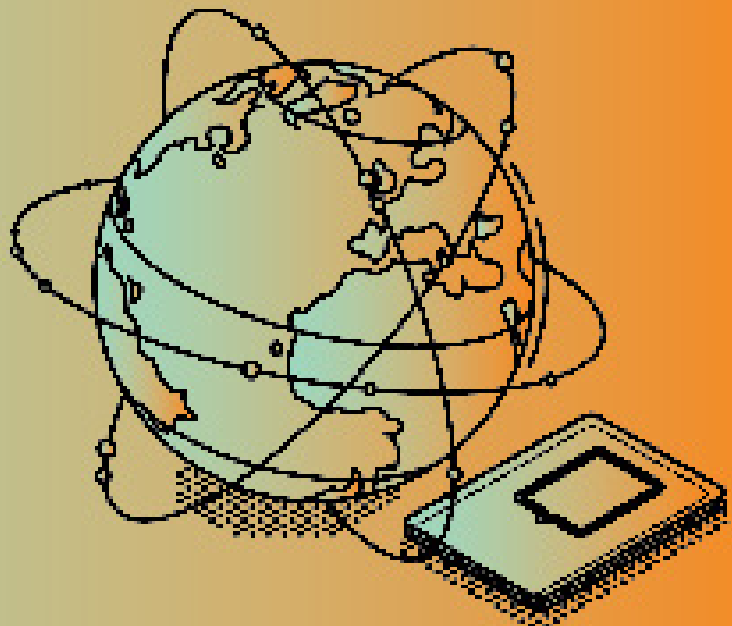
The project is funded by the IOM (internal fund).





Focus Areas

Strengthening the role of
HEUNI in implementing the
priorities of the United Nations
vis-à-vis the prevention of crime and
crime control.



ONE OF THE FUNCTIONS OF THE COMMISSION ON CRIME PREVENTION AND CRIMINAL JUSTICE IS TO FACILITATE AND HELP COORDINATE THE ACTIVITIES OF THE INSTITUTES COMPRISING THE UNITED NATIONS CRIME PREVENTION AND CRIMINAL JUSTICE PROGRAMME NETWORK (PNI), WHICH HAVE UNDERTAKEN TO ASSIST IN THE IMPLEMENTATION OF THE MANDATE OF THE SECRETARY-GENERAL ON CRIME PREVENTION AND CRIMINAL JUSTICE.

The Commission may request the institutes, subject to the availability of resources, to implement selected elements of the programme and suggest areas for inter-institutional activities.

The Secretary-General, in turn, seeks to ensure that the expertise and resources of the institutes are utilized effectively in the implementation of the United Nations crime prevention and criminal justice programme. Member States are invited to explore the possibility of cooperative projects with the institutes.

HEUNI's experts participated as speakers at the CCPCJ Expert Discussions on Crimes that Affect the Environment in February 2022 ("Regulatory prevention of environmental crime" presentation by Iina Sahramäki is available online :), in the Workshop organized by the Institutes of the United Nations Crime Prevention and Criminal Justice Programme Network in conjunction with the CCPCJ in May

2022, and in the Thematic Discussions of the CCPCJ on the implementation of the Kyoto Declaration in December 2022.

HEUNI expanded its work to support businesses and public procurement actors to counter labour exploitation and human trafficking. Several trainings and sessions were organised with companies, including multinational businesses, and municipal procurement units, in particular in Finland. A joint side event was organised with the Inter-Agency Coordination Group against Trafficking in Persons at the COP 11 “Preventing Human Trafficking in Procurement And Supply Chains: Policy And Practice” where the institute shared its expertise and practical tools.



Case study

HEUNI's impact on countering labour exploitation in Finland

We at HEUNI try our best to provide practitioners with the research-based information to help them identify the victims and assist them. Tackling labour exploitation requires a holistic approach.

HEUNI commenced its work to counter labour exploitation in 2008. The legislation and work against human trafficking had started some years earlier, but there was rather little focus on other forms of trafficking apart from sexual exploitation.

At HEUNI we wanted to understand the forms, the extent and the responses to labour exploitation and forced labour. We organised our first national roundtable in early 2009 and invited some 20 Finnish stakeholders to share their views. All participants had heard about or encountered cases of exploitation, but there was at the time not yet sufficient practices to prevent and counteract exploitation.

We managed to secure funding for our first international project on labour exploitation and trafficking for the purpose of forced labour and commenced with research and policy development. Our first report was published in 2011, and in our conclusions we raised the need for more training for practitioners, resources and specialisation, support to victims, and a more comprehensive understanding of the elements of forced labour. Since then, we have at HEUNI continued to research labour exploitation and trafficking for forced labour. We have released several studies, but also recommendations and guidelines for practitioners, such as police and labour inspectors, but also to businesses and public procurement units. We realised very early on that it is impossible to address exploitation and trafficking without

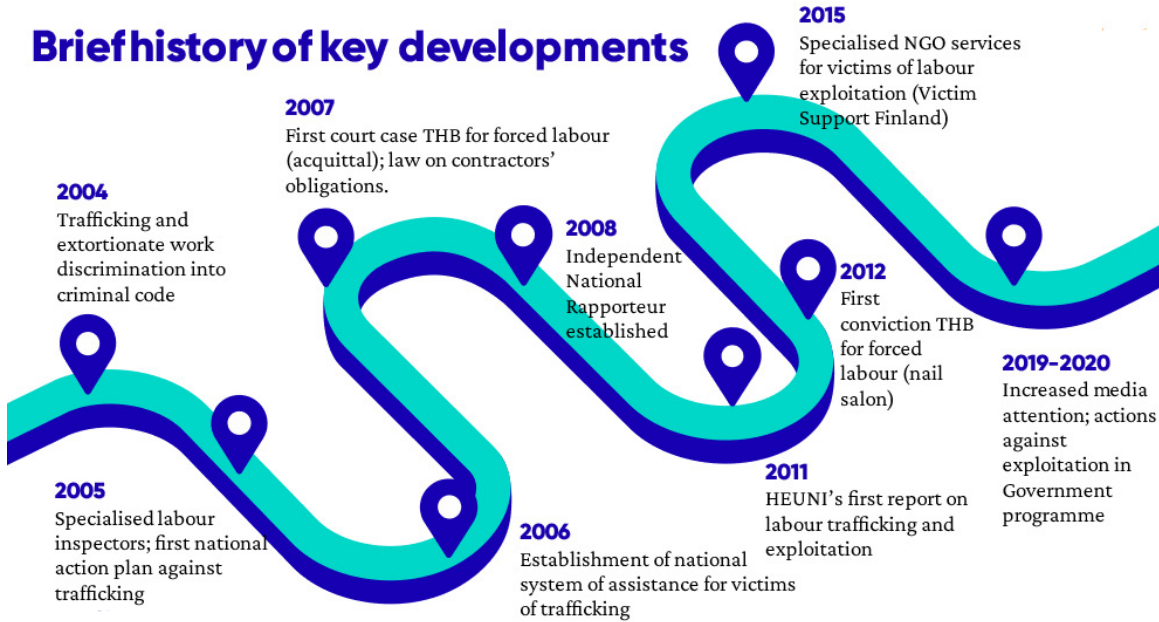
engaging also the private sector. We have over the years cooperated with different businesses and private sector entities but as of 2022 we strengthened our outreach to businesses and public procurers by bringing on a dedicated corporate responsibility expert.

Has HEUNI's work to address labour exploitation and forced labour had an impact on the responses to the phenomenon in Finland? The short answer is yes, definitely. The longer answer is still yes, definitely, but it remains difficult to pinpoint exactly what impact or influence HEUNI's work has had compared to that of our counterparts. It is important to note that compared to our Nordic neighbours, Finland has been at the forefront in identifying and addressing labour exploitation. This can be seen e.g., from the number of victims identified by civil society and the official system of assistance and from the number of pre-trial investigations and court convictions. It can also be seen from the fact that various authorities have been given both a mandate and resources to address exploitation and trafficking, including labour inspectors and the National Rapporteur on trafficking.

Although the impact of HEUNI's work might be difficult to establish in detail, it is evident that our research and work on labour exploitation since 2008 has been part of the change. Through our research we have first helped to highlight the existence of the phenomenon, but secondly also shed light on the elements and forms of exploitation and the definitions of exploitation and forced labour. Thirdly we have highlighted the gaps and challenges in the national approach and put forward numerous recommendations and suggestions for improvement. We have been an active participant in the national work against labour exploitation both in formal and informal settings. As a concrete example, our research has been referenced in court judgments, and our expertise has been taken into account in national legislative processes. Recently, HEUNI drafted a proposal for a national strategy against labour exploitation at the request of the Ministry of Economic Affairs and Employment.

All in all, HEUNI has been a key actor in bringing the question of labour exploitation and trafficking for the purpose of forced labour into the national agenda. Our strategic goal for the coming years is to place the question of labour exploitation and its prevention more strongly also on the international agenda.

Brief history of key developments



Why did labour exploitation receive attention in Finland?

Broad understanding of forced labour

- Broad interpretation of forced labour
 - emphasising the **comprehensive control** of the worker by the employer
- Focus on the **position of dependency and insecure status**
 - the factors that hinder the person from leaving the work
- **Case law**
 - 10 judgments for trafficking for forced labour 2012-2018

Research and oversight

- The independent **national rapporteur** (Non-Discrimination Ombudsman) has a mandate to regularly report to Parliament
 - Labour exploitation regularly raised in reports
- **HEUNI's research** on labour exploitation
 - Since 2009 been an active participant in the work against labour exploitation
 - HEUNI's research also references in court judgments

Control and law enforcement

- Labour inspectors have a **mandate to inspect the terms of employment of migrant workers**
 - Individual committed inspectors who have tirelessly raised these issues
 - Labour inspectors' special guidelines on how to react in potential cases of human trafficking
- Individual police officers and prosecutors who have **boldly investigated & prosecuted** cases
 - **Parallel provisions** in investigations/prosecutions

Victim assistance

- **National system of assistance** to victims of trafficking since 2006
 - Assistance given to victims of all forms of trafficking
- **4 specialised NGOs** provide assistance with a low threshold
 - **Victim Support Finland** assists victims of labour exploitation in particular

HEUNI's work on corporate social responsibility (CSR)

During the previous years, the demand for HEUNI's expertise on prevention of labour exploitation has grown steadily.

Therefore, HEUNI decided to expand CSR work during the year in review by introducing commercial services for businesses, public procurement agencies, and other organizations. The commercial services focus on trainings and sparrings/discussions with organization on risk sectors, as well as with sustainability pioneers operating nationally and globally. The services are addition to the research work on labour exploitation and corporate responsibility.

Sharpening the strategy: sharing expertise to businesses and public procurers

Sustainability and corporate responsibility are one of the main trends in business. Stakeholders, such as customers, legislators, and investors all have growing demands regarding companies' environmental and social impacts. During the year, the EU Commission published its proposal on a mandatory due diligence legislation, the Corporate Sustainability Due Diligence -directive.

The attention of businesses to the human rights risks in the so-called low-risk countries, such as Finland, is little compared to the global value chains in the high-risk countries. However, HEUNI's extensive research and work on the topic has had a profound role on the awareness of labour exploitation in Finland, and the demand for our expertise. By introducing the commercial services, HEUNI now has more possibilities to offer support for companies, and conduct

continuous outreach to the private sector, since combatting labour exploitation and human trafficking requires their efforts as well.

Highlights of the activities

Prevention of labour exploitation has increased interest in increasing amounts in companies. HEUNI has collaborated with companies by training them on the prevention and identification of labour exploitation, supported companies to form their internal guidelines to combat labour exploitation, as well as discussed and offered advice on different measures to tackle exploitation.

The IKUT project continued in 2022. Three companies were trained under the project: Fazer Oy, Tokmanni Oyj and Elisa Oyj. All trainings were designed according to the wishes of the organizations, and their contents varied. In principle, the trainings focused on either recruitments or procurement, or both, and how labour exploitation risks could be managed, prevented, and identified.

In summer, HEUNI partnered with YIT Oyj and wrote a co-ed to Helsingin Sanomat about prevention of labour exploitation, and the efforts that are needed from companies. The op-ed was positively welcomed, and evoked some discussion e.g. on Twitter.

Example: Seminars on modern slavery risks for Neste Oyj

HEUNI collaborated with Neste to held two trainings for Neste employees on modern slavery risks that are present in Neste's operations and supply chains in Finland and elsewhere. The first training was for the whole Neste organization, and it covered the overall forced labour and exploitation risks that are present everywhere in the world. The second training focused on the construction, renovation and expansion of facilities such as refineries in Europe.

Regarding the role of public procurement in tackling exploitation, HEUNI continued to present the Guide for public procurement agencies. Additionally, HEUNI disseminated the guide internationally: in a seminar in Estonia organized by the Ministry of Justice and State Treasury of Estonia, and at a side event on the COP 11 of the UNODC, which was co-organized together with ICAT HEUNI's Saara Haapas-aari presented experiences and HEUNI's guide and views on public procurement in Finland, and the current situation of due diligence activities in public procurement.

Example: Training City of Espoo's personnel on identifying labour exploitation and human trafficking

HEUNI held two trainings for professionals of City of Espoo on the risks, prevention and identification of exploitation and human trafficking. The target groups for the trainings were personnel conducting audits and site visits among cleaning services, as well as personnel procuring maintenance and construction service. The trainings were interactive, and the audiences were able to ask questions from HEUNI's experts.

During the year HEUNI had several bilateral meetings with risk sector industry associations, where actions to tackle labour exploitation were discussed. These included for example cleaning sector, construction sector, agriculture sector, and the recruitment services sector. Collaboration with industry associations is of importance for a wider reach of dissemination and gathering insights from the industries. Additionally, due diligence and corporate responsibility were topics of HEUNI's presentations in several events, nationally and internationally.

Example: Checklist and seminars on responsible recruitment in the agriculture sector

In February, Finnish police announced on a large investigation on human trafficking regarding recruitment of migrant workers in green houses. The investigation focused on the unfair recruitment practices and recruitment fees paid by the workers. The investigation shattered the Finnish agriculture sector, and the agriculture producer and employer organizations contacted HEUNI for support in increasing awareness of the risks of exploitation. HEUNI held several trainings for the agricultural producers, and supported the creation of a simple checklist for responsible recruitment in the sector. The checklist is published in Finnish and Swedish.

HEUNI also strengthened its position in the Finnish discussion on corporate responsibility legislation, including the EU Corporate Sustainability Due Diligence directive, and ban on products made with Forced Labour. HEUNI for example highlighted the importance of understanding that the CSDD directive will have effect on the corporate responsibility to respect human rights also in Finland and in Europe, and the so-called low risk countries, in addition to the global value chains in high-risk countries. HEUNI addressed the risk sectors, such as agriculture, construction, different service industries.

Additionally, HEUNI highlighted the importance of businesses' efforts in tackling labour exploitation in the UHKE strategy work. One of the workshops organized under the project focused on the role of businesses and public procurement agencies. The workshop gathered nearly 20 professionals from businesses, public procurement organizations and academia to discuss how to

Finnish corporate responsibility business network FIBS published their annual study on corporate responsibility in Finland in 2021. One of the questions in the survey regarding social responsibility was whether the company had done any measures to tackle labour exploitation. 57 % responded they had implemented something, but there were no further information about the what measures or actions they had taken. However, it can be concluded, that HEUNI's work has had an impact in the Finnish business sector, especially based on that the topic of labour exploitation has been included in the study for the first time.

HEUNI also finalized its commission on the IOM's sectoral mappings during 2022, which was published in January 2023. The mappings examine risks and best practices in supply chains regarding migrant workers in agriculture, food-processing, manufacturing and hospitality sectors in Europe.

More information:

Sustainability specialist Saara Haapasaari

HEUNI IN 2022:

6127 PERSONS REACHED
THROUGH **95** EVENTS

5 NEW PUBLICATIONS

10 MEDIA APPEARANCES

3 NEW EXPERTS ON THE
TEAM

4 INTERNS HOSTED