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* **What do you see as the lasting impacts of the COVID-19 pandemic on the fish sector and fish workers?**

There have been no lasting impacts on the sector.

* **What do you see as the main threats to fish workers today?**

There are many small employers in Finland who do not follow the contracts.

Mobile and migrant workers do not know their rights.

* **What does the fish supply chain look like today to you? Which companies dominate the sector in your country?**

Those companies that only process fish, import their raw materials from Norway.

There is relatively little fish farming in Finland, they deliver their products to refineries in Finland.

There are only a few companies in Finland that grow and refine their products within the same company.

Fishing activities are also small-scale and the companies operating in the sector are usually = "one boat and one man" type, which usually sell their catch directly to the store.

The share of fish in the Finnish food market is small, so there is no single operator that dominates the market, but many small local operators. The largest single companies that deliver fish all over Finland are Hätälä and Escamar Seafood.

* **What are your main concerns regarding working conditions in the fish supply chain? Which parts of the supply chain do you think are the most dangerous or problematic?**

The greatest dangers in the supply chain are in processing on the occupational safety side.

* **How do you think the issues of modern slavery, exploitation, human trafficking and child labour could be addressed through international and national policies?**

Politicians in Finland should enact a law by which a trade union could file a lawsuit against an employer, e.g. in situations where there is underpayment, etc.

* **What is your opinion on aquaculture? Can it be a good sector for both the environment and people?**

The aquaculture is the field of the future, especially when it comes to indoor and recirculation fish farming. Especially if it can be made energy-efficient, it is certainly a more ecological alternative to farming at sea.

* **What national laws in your country or international standards need to be implemented to better serve and protect fish workers' interests?**

Right of action for trade unions and criminalization of underpaying.

* **What do you see as the major hurdles to implementing the fundamental ILO Conventions in seafood and fish production?**

Multinational employers who sell their products in Western countries, but refine their products e.g. in Asia.

* **What is your opinion on the WTO Fisheries Subsidies Agreement?**

It's good that fishing is regulated in terms of overfishing, endangered species and the environment.

Best regards,

Lea

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