Norway Food Workers Union - NNN

Questions:

* *What do you see as the lasting impacts of the COVID-19 pandemic on the fish sector and fish workers? What local, sub-national, and national policies during the pandemic was beneficial. What did fish workers do themselves to help each other during these difficult years?*
  + The government did classify the fish industry as socially critical business during the pandemic.

This meant that workers had for example the right to have kids in kindergarten when it was restricted.

* *What do you see as the main threats to fish workers today?*
  + Some dangers in working environments (Health and safety), the use of sharp knives and humid work environment. Some working tasks are static and repetitive that may cause stress injury. Social exploitation of workers, especially migrant workers.
* *What does the fish supply chain look like today to you? Which companies dominate the sector in your country?*
  + A mix of major companies with also international interests, minor companies and

independent companies. The major ones include MOWI, Salmar/Insula, Lerøy, Cermaq/Mitsubishi, Pelagia, Grieg, etc. Ownership is dominated by national interests.

* *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?*
  + Risk of exploitation of workers. Production in factories and transport. The most dangerous

part of the value chain is aquaculture and fisheries, which is organized by the federations of trade unions (FF) and the Seafarers union.

* *How do you think the issues of modern slavery, exploitation, human trafficking and child labour could be addressed through international and national policies?*
  + This is not a very relevant question in Norway. What we see in the seafood industry is mainly

connected to migrant workers who comes to Norway for short term work. We have had some cases where they have been exploited by their employer (agency). The government have made some restrictions regarding employers' possibility to use hired workers from agencies to seasonal work. The Norwegian labour inspections authority has increased the number of controls in the sector. They have also introduced stricter penalties for breaking the rules.

* *What is your opinion on aquaculture? Can it be a good sector for both the environment and people?*
  + Yes, with restrictions monitored by the government.
* *Have you been able to adequately participate in national and international relevant discussions? If not, from which discussions have you been excluded?*
  + We are mostly given an opportunity to participate in national discussions at least. It is not so

often relevant to participate in international discussions.

* *What do you see as the major hurdles to implementing the fundamental ILO Conventions in seafood and fish production?*
  + As far as we know all ILO conventions are implemented in our country.
* *How relevant is the FAO Small-Scall Fisheries Guidelines for your work?*
  + Not relevant.
* *What is your opinion on the WTO Fisheries Subsidies Agreement?*
  + This is a very difficult question to give an easy answer to.
* *How do you see the High Seas Treaty as potentially affect human rights and workers’ rights?*
  + This is not relevant for our union.