

Annual Report 2023



From the director

Highlights of the year by Dr Natalia Ollus

The year 2023 was a successful one at HEUNI. We secured several new projects, engaged in numerous meetings with both new and existing colleagues, and established collaborations throughout the year. We forged many important connections and observed the impact of our work on the world. Despite the ongoing global instability, the energy and results of our work continue to drive us forward. This sentiment is reflected in HEUNI's new strategy for 2024-2027, which focuses on strengthening resilience and enhancing the rights of vulnerable groups and individuals.

Our new strategy places vulnerability at its core. The strategy aims at strengthening the human and fundamental rights of vulnerable people and creating resilience and empowerment so that the risk of experiencing crime is reduced and access to justice and remedy is strengthened. We continue to work in four key programmatic areas: *human trafficking and forms of exploitation, social sustainability in supply chains, criminal justice processes, and gender-based and other forms of violence.*

HEUNI's new Advisory Board for the years 2023-2027 convened first remotely and finally also in person in Helsinki in October 2023. We are delighted to work with the new board and look forward to their continued advice and support. In conjunction with the very fruitful board meeting in October 2023, we organized side events with key note speeches by some of the board members; we and our stakeholders enjoyed the discussions very much.

In 2023 we bade farewell to Jaana Ryan, a long-time colleague, whose work and dedication we greatly appreciate and value. It was a bittersweet goodbye, and we miss Jaana, but wish her all the best for her retirement! At the same time, we welcome Ieva Silinevica as a permanent HEUNI staff member as of 1 January 2024. Great to have you on board permanently!

On the administrative side, the amendments to the law that establish HEUNI entered into force on 1 January 2023. I am very pleased that the law also now establishes that HEUNI is independent and autonomous in its work. In 2023 HEUNI took a giant leap with the introduction of the document and information management system “HILDA”. Although this may have been a small step for everyone else, for HEUNI it was a major undertaking. I want to extend my personal thanks to Ieva, Aili and Jaana for their tireless work to make HEUNI compatible with the information management requirements!

In 2023 we again developed and implemented many new projects in our strategic areas of work.

We were happy to receive positive feedback on our work from the European Commission in their assessment of the SARAH-project. The Commission states that *“The big strength of SARAH project is that it puts the women survivors of gender-based violence and the people supporting them at the centre of the project. Through a mix of innovative activities, the project provided concrete tools to empower them, and it is positive that these tools are still freely available online in national languages and in English.”*

We will continue to implement applied research and develop practical outputs that make a difference and enhance a fair and just world.

Natalia Ollus
HEUNI Director



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2023 at a glance

March

"Same-same or different? Nordic approaches to preventing labour exploitation" webinar

This online event provided a comprehensive overview of past and present labor exploitation in the Nordic countries, with experts from HEUNI, Aalborg University, Lund University, and The Fafo Institute for Labour and Social Research sharing insights and discussing policies, successes, and challenges in Denmark, Sweden, Norway, and Finland. The recording is [available here](#).

April

Launch of the new project EASY. "It is never easy to talk about this" – Increasing dialogue, awareness, and victim-centred support for victims of forced marriages

The project aims to increase community engagement and dialogue, raise awareness, and develop victim-centred support for victims of forced marriages. The project will in the long run contribute to a more gender-sensitive and a victim-centred access to services for victims of forced marriage and improve gender equality by preventing forced marriages and their harmful consequences.

Find out more [here](#) and on page 19 of this Annual Report.

April

Underpayment study together with the University of Turku

HEUNI together with the University of Turku carried out a study on how severe underpayment should be addressed in criminal law in Finland. The study was commissioned by the Ministry of Justice and the Ministry of Economic Affairs and Employment.

The research addressed whether existing criminalisations under the criminal code are sufficient or whether amendments are needed to more effectively tackle exploitation of migrant workers in particular. The study concluded that as an immediate solution, criminal justice practitioners should apply the existing provisions of extortion and fraud to severe underpayment and labour exploitation. In the long run, legislative changes should be considered.

May

The United Nations' Commission on Crime Prevention and Criminal Justice (CCPCJ)

Julia Korkman and Natalia Ollus participated in person in the 32nd session of the CCPCJ in Vienna. Julia's presentation focused on the role of culture, language and memory in the criminal justice process, including the challenges related to interpretation in legal processes, and the significant potential of video recording of investigative interviews.

HEUNI also hosted a CCPCJ side event entitled "Fair employment and integration of victims of human trafficking" which was organised by Finland with the support of Sweden Anna-Greta Pekkarinen presented a study on trafficking survivors' access to employment and employment services in Finland. Rūta Grigaliūnaitė from CESIE discussed supporting the social and labour inclusion of survivors through a comprehensive WINGS programme. Mischa Macaskill from the Bright Future programme shared their experiences of supporting survivors through collaboration between businesses and charities in the UK. The panelists agreed that supporting trafficking survivors in accessing employment is an important factor in preventing re-victimization.

June

Video series on modus operandi and investigating human trafficking cases by the ELECT THB project

The HEUNI team took onboard working a new format and created a studio-produced video series, offering an in-depth exploration of the methods employed by human traffickers and the innovative investigative approaches employed by law enforcement.

[Modus operandi: Human Trafficking for Labour Exploitation](#)

[Modus operandi: Human Trafficking for Sexual Exploitation](#)

[Memory in the Investigative Interviews](#)

[Evidence Based Investigative Interviewing](#)

[Cultural Aspects & Interpretation in the Context of Criminal Investigations](#)

[Understanding psychological control and trauma in the context of criminal investigations](#)

[Police Investigations and Changes in Norway by Ivar Fahsing, Norwegian Police University College](#)

December

European Forum against Human Trafficking for Forced Labour and Labour Exploitation

The forum by the the Council of the Baltic Sea States (CBSS) and the Swedish Gender Equality Agency consisted of panels and expert seminars which covered a wide range of topics from the conceptualization of labour exploitation to victim assistance and integration measures, as well as mandates and roles of different professionals in tackling the crime. HEUNI's experts gave presentations in 3 sessions, outlining our extensive work to address labour exploitation.

September - October

The Annual Conference of the European Society of Criminology

The Annual Conference of the European Society of Criminology took place in Florence, Italy on 6-9 September 2023 under the theme of renaissance of criminology.

HEUNI was represented by Anniina Jokinen, who discussed her paper "Deportation on the grounds of selling sexual services in Finland - a challenge for identification of trafficked persons?". Also the chair of HEUNI's advisory board Dr Katja Franko from University of Oslo attended the conference. She discussed her new book "[Victimhood, Memory, and Consumerism Profiting from Pablo](#)" together with David Rodriguez Goyes in an author meets critics session and presented also on one of the border criminologies panels.

New project to map grievance mechanisms and migrant workers' access to remedy in the Baltic Sea Area

HEUNI started a new project entitled "Safety for all? Remedy for exploited migrant workers in the Nordic region" together with Loretta and Martin Luther King Institute and Ethical Trading Initiative Sweden.

The project is funded by the CBSS Project Support Facility (PSF). [Find out more here](#) and on page 30 of this Annual Report.

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 focuses on conducting research, on publishing the findings in easily accessible formats, disseminating the findings to relevant stakeholders, and providing advice to policy-makers 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.

HEUNI's budget

The main administrative and budgetary responsibility for HEUNI lies with the Government of Finland, but part of the institute's turnover is covered through participation in externally funded projects and grants from, among others, the European Commission, the Government of Finland, and the United Nations.

EXPENSES 2023	871 915
Personnel costs	689 506
Operational costs	135 800
Premises and its maintenance	46 609
INCOME 2023	871 915
Budgetary funding from the Ministry of Justice	575 000
External funding (projects, commercial activities)	270 438
Rollover from the previous years	26 477



HEUNI'S ORGANISATION

HEUNI has a professional and motivated team of experts and efficient administrative processes that support the work of the institute.

In 2023, HEUNI employed 3 interns: Anna Appelbye (University of Helsinki, MA programme in Social and Public Policy), Jessiina Rantanen (University of Tampere, MA programme in Sociology) and Emma de Carvalho (University of Helsinki, MA programme in Contemporary Societies)

Director

Dr Natalia Ollus

Senior Programme Officers

Inka Lilja (on leave of absence)
Anniina Jokinen
Dr Julia Korkman

Researchers

Anni Lietonen
Anna-Greta Pekkarinen

Research Assistant

Tiina Turunen (until 31.05.2023)

Sustainability Specialist

Saara Haapasaari

Communications Officer

Aleksandra Anikina

Administrative and Finance Specialist

Ieva Silinevica

Administrative Assistants

Jaana Ryan (retired as of 01.10.2023)
Aili Pääkkönen

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 2023 – 2027 term the composition of the Board is as follows:

- [Dr Katja Franko, Chairman of the Board, Professor of Criminology, University of Oslo](#)
- [Dr Mark Shaw, Global Initiative Against Transnational Organized Crime](#)
- [Neil Wilkins, Head of Migrant Workers Programme, Institute for Human Rights and Business](#)
- [Dr Andrea Di Nicola, Director of the Centre of Security and Crime Sciences and Associate Professor of criminology at the Faculty of Law of the University of Trento](#)
- [Stephanie Futter-Orel, Executive Manager, WAVE Network \(Women Against Violence Europe\)](#)
- [Director, Division for Treaty Affairs, UNODC, \(ex officio member\)](#)
- [Dr Elina Pirjatanniemi, Professor, Director, Institute for Human Rights, Åbo Akademi University](#)
- [Ari Evwaraye, Head Of Strategy, Ministry of the Interior](#)
- [Dr Aarne Kinnunen, Counsellor, Ministry of Justice](#)
- [Dr Natalia Ollus, Director, HEUNI](#)

A representative of the United Nations Office on Drugs and Crime participates ex officio in all deliberations of the Advisory Board.

In 2023 the Advisory Board convened in person in Helsinki in October 2023 for its formal annual meeting. In addition, 2 online meetings were organised (in January and May).

Focus areas

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



Ministry of the Interior
Republic of Latvia



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

Enhanced law enforcement cooperation and training

The two- year ISF-funded ELECT THB project came to conclusion at the end of August 2023. Our work aimed to enhance the identification and investigation of trafficking for sexual and labour exploitation and increase collaboration between **law enforcement authorities** (LEAs) and other key actors to combat it. The project was developed and implemented in close cooperation with LEAs in Finland, Estonia and Latvia and involved direct activities in the form of data collection in Poland and Ukraine and the organisation of operational exchange visits to Poland and Lithuania.

Evidence shows that trafficking in human beings (THB) spans across countries, yet patterns of exploitation remain quite similar in different countries. Criminals use **complicated structures** to hide their activities – e.g. fronts, cascade sub-contracting, bogus self-employment – and use **subtle means of psychological control** to keep the victims from seeking assistance. Additional subtle means are used also in the recruitment and exploitation of victims and in controlling them. The offenders may pressure and force the victims in complex ways that are difficult to detect and are based on the establishment of a personal relationship with the victim. These factors hinder **trafficking investigations** and make it more difficult for LEAs to interview victims and find evidence of human trafficking. Therefore, by enhancing the knowledge-base of LEAs on the latest modus operandi and trends, and by organising international training workshops to foster exchange of lessons learned and networking, the project contributed to countering the impunity of traffickers, exploiters, profit makers, users and abusers and untangling the trafficking chain.

The beneficiaries included 300+ LEAs, prosecutors, tax authorities and labour inspectors in more than 10 Member States, 200 international experts/EU stakeholders, 120 policymakers and 550 civil

society representatives.

ELECT THB outcomes strengthened the capacity to investigate and prosecute THB cases, disrupt the financial gains of THB and help victims access justice.

The main outputs of the project included:

- Collection of best practices of functioning models and lessons learned of collaboration between the different authorities.
- Data collection and analysis of the latest trends and modus operandi which resulted in a report “Patterns of Exploitation” and two policy briefs.
- A visualisation tool which can be used to present complex human trafficking cases during pre-trial investigation or in court while presenting evidence.
- An online training resource based on the latest information on modus operandi of traffickers schemes & routes used, including a series of videos. The material is available in English, while shorter versions are available in Finnish, Estonian and Latvian languages.

The project publications increase the knowledge base on human trafficking by presenting good practices, case examples and modus operandi and trends. They also guide investigators in **investigative interviewing** and in understanding the impacts and consequences of trauma and coercive control. The project outputs, including the reports, online resources and the visualization tool help shed light on the phenomenon.

The main activities of the project included:

- Organisation of 4 national training workshops in the three project countries in cooperation with key stakeholders on the basis of country-specific training needs. The project partners organised 12 workshops in total involving 289 and the feedback was overwhelmingly positive.
- Organisation of 2 operational exchange visits to Poland (24 participants) and Lithuania (31 participants), to facilitate exchange of information and lessons learned with LEAs and other key stakeholders.
- Organisation of 2 international training workshops in Tallinn (48 participants) and Riga (37 participants) to enhance detection & investigation of cases and to facilitate multidisciplinary cooperation between LEAs, prosecutors, labour inspectors, tax authorities and others at national & international levels.
- Organisation of a final webinar series consisting of three webinars to present ELECT-THB findings and to initiate discussion

on the topics with 155 participants.

- Organisation of national and international policy maker dialogues to share ELECT THB -outputs and recommendations with national and international policy makers.

140 professionals in total took part in the international trainings and the operational exchange visits. By facilitating these events among e.g., police officers, labour inspectors and prosecutors in the three partner countries and beyond, the threshold for contact among international colleagues has lowered, as shown by the event feedback results. Law enforcement authorities stressed the importance of continuous training and training for first-line police officers.

This can be facilitated to an extent through the different resources created in the project, most of which are freely available on the HEUNI website. Specific training material is also published on the police intranet.

Deportation on the grounds of selling sexual services – a challenge for identification of trafficked persons?

According to the Finnish Aliens Act, a foreigner may be denied admittance or stay in Finland if there are reasonable grounds to suspect that he or she may sell sexual services. In May 2023 we launched a study commissioned by the Finnish Ministry of the Interior which investigated how this legislation has been applied by the authorities in the recent years and whether it hinders the **identification of victims of trafficking for sexual exploitation** in Finland. The research data consisted of the deportation decisions made by the police and border guards in 2015-2021 on the grounds of selling sexual services as well as well as expert interviews and one survivor interview.

Based on suspicions of trading in sexual services, the authorities made 75 decisions on denial of admittance or stay in 2015-2021. The number has decreased in recent years. The study found that the **fear of deportation** discourages migrants to disclose their **experiences of exploitation** to the authorities, while at the same time the police and the border guards struggle with the identification of trafficked persons, in particular victims of trafficking for sexual exploitation. This has further impact on the detection and investigation of relevant cases by the criminal justice system. The study recommended **removing this particular grounds** from the Aliens Act due to these challenges as well as the fact that the provision is rarely used anymore.

Reflection periods for undocumented victims of trafficking – a good practice

Another part of the same study commissioned by the Finnish Ministry of the Interior looked into **reflection periods** given to potential victims of trafficking. In Finland, reflection periods can be given to presumed victims of trafficking who need it to legalize their residence in the country granted by the National Assistance System for victims of human trafficking, the police, or the border guard. The length of the reflection period may be 30 days – 6 months. Our data consisted of reflection period decisions given by the Assistance System, the police and the border guard between 2015 and 2021, and expert interviews.

The findings showcase the importance of **extending the right to give reflection period** to the Assistance System in 2015. In total, 78 reflection period and continuation decisions were made in 2015–2021. The Assistance System gave 94 % of the decisions. The average length of reflection periods was just over 3 months (3,20). When taking into account the continuations, average length is just over 3,5 months (3,65). The most common nationalities were Iraqi (10 persons), Moroccan (9 persons) and Nigerian (9 persons). Both the authorities as well as NGOs found the reflection period useful because it provides time for the victim to recover and consider whether they are ready to cooperate with the authorities. Our key recommendation is to increase awareness of the police and border guards on issuing reflection periods, as well as to increase the transparency and consistency of the decisions made.

Strengthening victim-sensitive practices in human trafficking pre-trial investigations

The Police University College (Polamk) commissioned HEUNI in early 2023 to participate in their project “Modeling of pre-trial investigation of human trafficking offenses (Ihmemalli)”. In the project, Polamk researchers created a model for the pre-trial investigations of trafficking to provide guidance for and harmonize police measures across Finland. The project was funded by the Ministry of the Interior. HEUNI’s task was to map non-governmental and other civil society organizations’ experiences of cooperating with the police in trafficking-related cases from Finland and abroad.

Moreover, HEUNI’s report shed light into victim-sensitive and trauma-informed practices and their importance in human trafficking investigations and during trial.

All project publications are scheduled for release in early 2024.



Forced marriages, bridge between gender-based violence and human trafficking?

HEUNI has studied **forced marriages** in several previous research projects, the focus of which have been human trafficking, forced, child, sham and other marriages with links to exploitation, as well as human trafficking and the exploitation of children and young people (e.g. Viuhko et al. 2016; Kervinen & Ollus 2019; UNODC 2020; Lilja et al. 2020). To continue with this line of work, we developed a new project with four partners.

HEUNI is currently coordinating the CERV-funded EASY project (“It is never easy to talk about this” – Increasing dialogue, awareness, and victim-centred support for victims of forced marriages, 2023–2025), with the long-term goal of promoting access to support for victims of forced marriage and strengthening measures to prevent forced marriage in Finland, Spain, Germany and Ireland. It is our aim to increase awareness of forced marriages and promote the discussion about the phenomenon among professionals as well as with different communities. The NGO partners implement activities aimed at **enhancing community dialogue** and awareness as well as developing and offering culturally sensitive victim-centred services to victims of forced marriage, such as one-on-one and family counselling, info cafes, peer support groups, and youth engagement.

So far, **best practices and case studies** have been collected by interviewing organizations and authorities who encounter victims of forced marriage in their own line of work. HEUNI and the project partners met in Bonn in November 2023 in a workshop to share findings from their best practice interviews and lessons learned based on the work done so far. The national approaches in the four countries covered vary but many best practices have similar approaches which focus on multidisciplinary cooperation, holistic and victim sensitive procedures and tailoring services based on the complex needs of victims of forced marriages.

We have also compiled a **legislative analysis** with lead by our partners at the University of Lleida. One of the aims of this work is to better understand how forced marriages are defined in the four EU- countries and what kind of impact that has on the approaches in tackling the criminality as well as in providing victim assistance and



Collaboration with CBSS on the topics of labour exploitation and trafficking in children

HEUNI was commissioned by the Secretariat of the Council of the Baltic Sea States (CBSS) to create a summary of eight reports written within the framework of the international project “Competence building, Assistance provision and Prosecution of labour exploitation cases in the Baltic Sea Region (CAPE)” which was funded and implemented by the Council of the Baltic Sea States and the Swedish Gender Equality Agency. The summary report is an overview that features examples of the challenges and good practices in place in the Baltic Sea Region, as well as offers

some key recommendations to tackle the issue of labour exploitation. In addition, HEUNI created a **visual roadmap for the work against labour exploitation** in the region.

HEUNI also organized a workshop in September 2023 on **trafficking in children** together with CBSS and the Ministry of Justice of Finland. The workshop was a part of PROMISE-TRM project coordinated by CBSS, which focuses on the specific needs of child victims of trafficking and exploitation in the Baltic Sea Region. The main goal of the workshop was to initiate a national dialogue in the fight against trafficking of children, to increase cooperation between different actors, and to come up with concrete ideas on how to identify and prevent child trafficking and assist the victims in the national context. The workshop and HEUNI’s brief report and recommendations based on it support CBSS’ work on updating the Baltic Sea Region transnational referral mechanism (TRM).



WE'RE ADVANCING OUR WORK IN RESEARCHING AND PROVIDING POLICY ADVICE, TRAINING, AND SUPPORT TO ADDRESS HUMAN TRAFFICKING.

BUILDING ON OUR PROVEN EXPERTISE, WE'RE ALSO EXTENDING OUR FOCUS TO RELATED ISSUES LIKE FORCED MARRIAGE AND CHILD EXPLOITATION, BROADENING OUR IMPACT IN THE FIELD OF CRIMINAL JUSTICE RESPONSES.

Focus areas

Improving access to justice and the quality of services for vulnerable victims of crime



During 2023, HEUNI has worked extensively with activities striving to improve the way in which persons in vulnerable positions are encountered and heard in legal processes. The activities have particularly focused on criminal justice actors, but strong collaboration has also been undertaken with the Finnish migration authorities.

The focus areas have particularly been on:

- Children in the criminal justice system
- Psychological control and investigative interviewing in criminal investigations
- Enhancing evidence-based and victim-sensitive investigative interviewing
- Access to justice through cultural and linguistic barriers
- Asylum applicants in vulnerable situations
- The digitalisation of justice processes

Children in the criminal justice system

In collaboration with the European Association of Psychology and Law (EAPL), HEUNI has promoted the recently developed **collective recommendations for forensic child interviews**, which have been developed by numerous academic researchers and experienced practitioners throughout Europe and globally.

While the recommendations are developed for the context of (national) criminal investigations involving children particularly in cases of suspected sexual or physical abuse, the core principles of interviewing children remain the same also in other contexts, such as investigations of war crimes affecting children, of trafficking and other child interviews.

Within the Promise TRM project, focusing on child victims of trafficking, HEUNI has written a handbook and adapted interview recommendations for the context on investigative interviews with victims of trafficking (forthcoming, 2024) and delivered an international webinar training which can be found online: "[Investigative interviews with suspected victims of child trafficking](#)".

HEUNI has also led the discussions in meetings with a youth panel, organised by the Council of Baltic Sea States; CBSS. In the panels, the youth participants pondered how barriers that many young victims face to disclosing their experiences to authorities, could be mitigated. The young participants clearly expressed a wish to be met in a respectful, friendly manner and given their own integrity to make choices in the process – not to be talked to "from above".



HEUNI has provide targeted training sessions for various professionals on child investigative interviewing, for example on

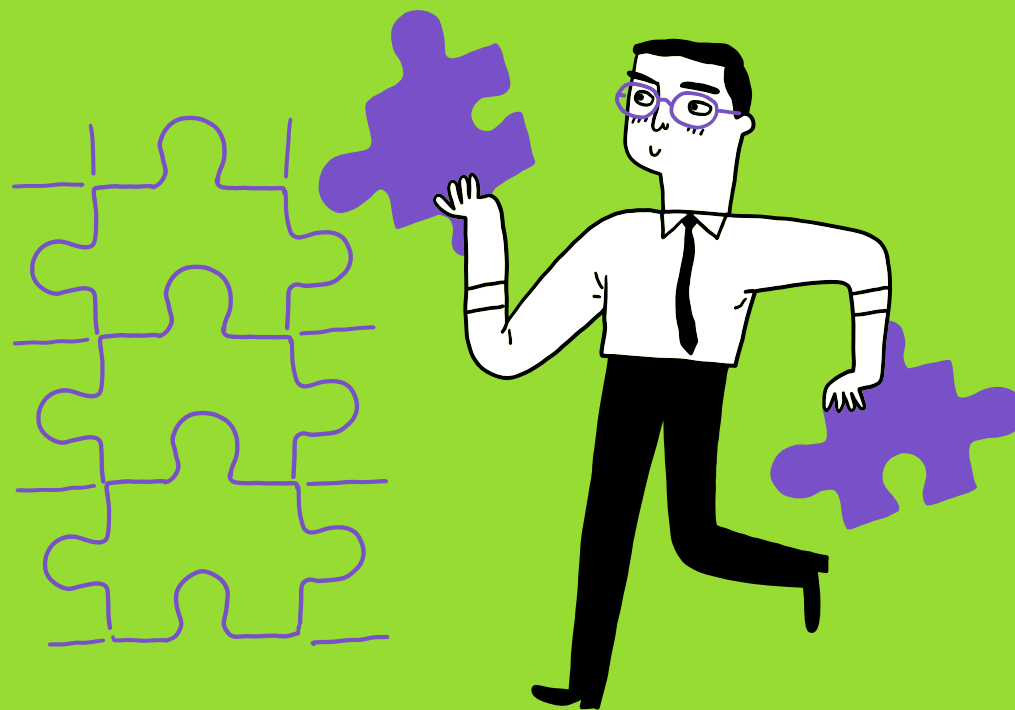
- encountering and interviewing young victims of war crimes for the IIIM, i.e., International, Impartial and Independent Mechanism investigators who investigate war crimes including crimes committed against children during the war in Syria. The training focused on how well-established principles of investigative interviewing can be applied in the context of investigating war crimes and was delivered in collaboration with the IICI, the Institute for International Criminal Investigations.
- how to interview children for investigators in Syria, organised by the International Organization for Migration (IOM) and the safeguarding resource hub. Questions concerning how to help children disclose difficult experiences without leading them were discussed and the participants were also shared an Arabic language version of the recommended National Institute of Child Health and Human Development (NICHD) child interviewing protocol.
- the key recommendations of the collective recommendations on forensic child interviewing by the European Association of Psychology and Law for an audience participating in training at the International Criminal Court.
- investigative interviewing of alleged victims of trafficking, with a particular focus on children, for an audience consisting of experienced police officers throughout Europe at the headquarters of the European Union Agency for Law Enforcement Training (CEPOL) in Budapest.

Nationally, trainings focused on children in legal processes have been given on encountering young victims and perpetrators in criminal investigations for the City of Helsinki, interviewing young victims of online sexual abuse, trafficking, and other crimes for the Police University College.

Also, HEUNI presented on child interviews in the context of trafficking at a Nordic expert workshop organised in Rovaniemi in November, organised by the Finnish Ministry of Justice.

Focus areas

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



During 2023, HEUNI's work on corporate social responsibility (CSR) and prevention of labour exploitation in supply chains continued. A new project was started on enhancing access to remedy in Nordic countries, several trainings on preventing exploitation in public procurement were held, as well as several presentations on various occasions related to human rights in supply chains and responsible recruitment.

HEUNI's tools and the overall topic of preventing exploitation were raised in several events in the **human rights and business context**.

In April, Natalia Ollus participated in a panel discussion at FIBS's and Fairtrade Finland's launch event of their report on **Finnish companies' human rights work**.

In October, Saara Haapasaari gave a lecture on **human rights risks in national supply chains** at Chamber of Commerce's sustainability training series.

An article by Saara Haapasaari was published in Haaste-lehti about the **upcoming legislation on corporate responsibility** and human trafficking, and what it means for companies to address labour exploitation risks in their own operations and supply chains. The article is in Finnish and can be read also on our website.

Example: Responsible recruitment recommendations in the healthcare sector

HEUNI created recommendations for responsible recruitment in the healthcare sector in collaboration with the Ministries of Health and Employment in Finland. The development of the recommendations relied on multi-stakeholder cooperation, involving representatives from employer organizations, trade unions, and various authorities.

With an increasing need for labor in Finland's healthcare sector, the government has initiated various activities to attract foreign talent. However, the global recruitment market is vast, and there are evident risks associated with recruiting workers from far away. The aim of the recommendations is to prevent exploitative practices in the recruitment process and raise awareness of these risks among employer organizations and recruiters.

Find the recommendations here in [English](#), [Finnish](#) and [Swedish](#).

Regarding the role of **public procurement** in tackling exploitation, HEUNI continued to present the Guide for public procurement agencies at different events and trainings. In May, HEUNI was an expert at two workshops organized by Ministry of Finance's Procurement Finland initiative, and in September, HEUNI held a stand at Procurement Finland exhibition. In addition, HEUNI held specialized trainings for professionals of City of Vantaa and City of Tampere in combatting exploitation.

In September, HEUNI's Natalia Ollus was invited by Hansel, the central purchasing body for central and local governments, to a meeting gathering Nordic central public procurement agencies. In the event, Natalia presented research on **differences between Nordic countries' policies and practices** in combatting labour exploitation and trafficking for forced labour.

Additionally, HEUNI's Anni Lietonen presented the procurement guide internationally at a webinar hosted by the CBSS, focusing on partnership and capacity building for sustainable public procurement in the Baltic Sea Region. In December HEUNI began a collaboration with Motiva, a Finnish state-owned sustainable development expert company, to include sustainability criteria related to prevention of labour exploitation into Motiva's new online tool for public procurement agencies. The tool will be published in January 2024.

As part of the ELECT project, HEUNI held a workshop for businesses in Finland in June. The aim of the event was to improve the possibilities to identify exploitation in companies' operations and supply chains, and learn from good examples and overcome challenges. The workshop gathered over 20 professionals from different organizations with substantial risk for labour exploitation in their operations and supply chains. In the workshop, authorities such as the labour inspectorate, tax administration and immigration office presented their work and how businesses could benefit from it. Also, two trade unions presented their work on supporting exploited migrant workers.

During the year HEUNI continued its work regarding **responsible recruitment and preventing exploitation** in specific risk sectors. Responsible recruitment was the focus of the last webinar in the ELECT project's final webinar series, where international experts discussed preventing exploitation in recruitment. In addition, HEUNI's advisory board member Neill Wilkins from the [IHRB](#) discussed the topic with both HEUNI and the Finnish Ministry of Employment. You can find an interview with Neill from our website: heuni.fi

In the **cleaning sector**, HEUNI's Saara Haapasaari held a presentation about responsible recruitment at the Finnclean convention in February. In the construction sector, HEUNI co-organized a workshop with central stakeholder organizations in the construction sector, including Rakennustieto, the Finnish Construction Trade Union and the Confederation of Finnish Construction Industries. The aim of the workshop was to start a process to create common guidelines and standard to prevent exploitation in all construction projects in Finland. The process was set to start in the end of 2023 and taking place in 2024, and HEUNI will be actively involved in the drafting process.

One of the most prominent discussions on human trafficking for the purpose of forced labor in Finland during the year has revolved around police investigations concerning **wild berry picking** in the Finnish forests. This industry is marked by a high risk of exploitation: the sector operates on a 'special system' where berry pickers are not considered employees but work on tourist visas, despite being heavily dependent on the companies that 'invite' them to Finland. The wildberry sector has experienced several trafficking cases over the past couple of decades. The media has given considerable attention to these issues, and, for example, HEUNI's Anniina Jokinen appeared on A-studio in October to discuss them. Additionally, HEUNI has actively participated in numerous discussions with various stakeholders concerning the berry sector, including in Sweden and with Swedish counterparts.

New project on access to remedy for exploited migrant workers in the Nordic countries



HEUNI started a new project called "Safety for all? Remedy for exploited workers in the Nordic region" in September. The project maps the different grievance mechanisms in Finland, Norway and Sweden, that can be used in cases of labour exploitation. Additionally, the project analyzes the mechanisms, and whether and how the exploited migrant workers receive remedy. The project is co-funded by Council of Baltic Sea States' (CBSS) project support facility (PSF) funding, CBSS's and Swedish gender equality agency's CAPE 3 project, and the project partners. The partners are Loretta and Martin Luther King Institute in Norway and Ethical Trading Initiative Sweden. The project will be finalized in October 2024. More information can be found on [our webpage](#).

In October, HEUNI's Saara Haapasaari participated in an event organized by the OSCE and discussed **access to remedy** in cases of labor exploitation and forced labor in the Nordic countries, based on the ongoing "Safety for All?" project.

In November, HEUNI participated in the 12th **UN Forum on Business and Human Rights** in Geneva. Saara Haapasaari and Anni Lietonen closely followed various discussions, with a specific focus on migrant workers, forced labor, public procurement, and access to remedy. Additionally, HEUNI had several bilateral meetings with international partners at the event.

In December, Natalia Ollus spoke on two expert panels at the **European Forum against Labour Exploitation**, held in Stockholm and hosted by the CBSS and Swedish Gender Equality Agency. During the event, Natalia discussed the pressing need for businesses and public procurers to prevent labor exploitation risks in national supply chains.

For more information on the topic please contact [sustainability specialist Saara Haapasaari](#)

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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.



In line with HEUNI's strategy, in 2023, we attended various UN events and liaised closely with our fellow Institutes of the UN Crime Prevention and Criminal Justice Programme Network (PNI).

Highlights of the activities

Throughout the year, HEUNI actively participated in the work of the One UN in Finland Coordination Group. The group brings together all UN actors at the national level, including affiliated entities. The aim of the group is to enhance cooperation, exchange of views, and to strengthen the visibility and outreach of the United Nations system in Finland. In April, HEUNI's Director Natalia Ollus participated in a panel discussion organized by Global Compact, a member of the One UN group together with the Ministry for Foreign Affairs of Finland. The event focused on corruption in global and local supply chains and the role of businesses in counteracting corrupt practices. Natalia Ollus highlighted the need to approach corruption in the context of other unsustainable business practices.

In May, Natalia Ollus and Julia Korkman participated in the 32nd regular session of the Commission on Crime Prevention and Criminal Justice (CCPCJ) in Vienna. The PNI organized a workshop as part of the official CCPCJ programme where Julia Korkman discussed the role of culture, language and memory in the criminal justice process, including the challenges related to interpretation in legal processes, and the significant potential of video recording of investigative interviews. HEUNI also participated in the annual meeting of the PNI. In Vienna HEUNI had several bilateral meetings, including with several UNODC units, as well as with OSCE and FRA.

In 2023, HEUNI aimed to strengthen its cooperation with PNI colleagues. HEUNI's affiliation with the United Nations was discussed by HEUNI's new Advisory Board in its meetings in May and October. The Advisory Board encouraged HEUNI to enhance its engagement with the UN and explore potential cooperation with the PNI. HEUNI participated in the two PNI coordination meetings in May and November, contributing to the PNI report to the CCPCJ as well as the PNI newsletter. The last issue of the 2023 newsletter featured a long interview with HEUNI's Director, Natalia Ollus.

Throughout the year, HEUNI liaised with the Australian Institute of Criminology (AIC) with the aim of developing joint activities. The outcome was a joint webinar series over the course of 2024.

In December, HEUNI's Director, Natalia Ollus, was invited by a fellow PNI, the Korean Institute of Criminology and Justice, to give a keynote speech at the 10th Korean Institute of Criminology and Justice International Forum 2023. In her speech, Natalia focused on human trafficking in the European context, arguing that trafficking for the purpose of forced labor and labor exploitation is a low-risk, high-gain form of corporate and organized crime that affects many countries across the globe. During her visit, Natalia also participated in an expert group meeting at KICJ to exchange views regarding research into human trafficking and exploitation.



The 10th Korean Institute of Criminology and Justice International Forum 2023 (KICJIF)



PNI Meeting 2023

Communications and advocacy



As we look back at 2023, our journey in communications and advocacy was marked by exciting achievements and meaningful connections. This year, we reached a remarkable 6,500 individuals through 150 events, sparking engaging conversations that went beyond borders.

Highlights of the activities

We're proud to share that we launched 8 **publications**, shedding light on the key issues in HEUNI's focus areas and encouraging discussions. Exploring new ways to connect, we introduced recorded [video lectures](#), expanding our audience and making our message more accessible.

The change of the **social media landscape** forced us to re-think the fora we can actively use for the benefit of bringing our research to action. Our social media campaigns continued to address important topics and boost our advocacy efforts. To adapt to changes in social media, we increased our presence on LinkedIn, connecting with professionals who share our goals.

Simultaneously, our commitment to develop our the **e-Newsletter** continued.

Building strong partnerships with stakeholders was a priority, and we reached out to forge collaborations that amplify our collective impact. A **training on mastering presentation skills** helped to empower our team to express our mission clearly and with conviction.

HEUNI also leveraged its expertise in writing **8 official statements** with a commitment to enhance public policy with research insights and robust data.

For instance, HEUNI gave a statement in the working group on the need to criminalise **forced marriage** of the Finnish Ministry of Justice. The statement expressed the opinion that forced marriage should not be criminalised as a specific offence; it should rather be included as one of the forms of exploitation of trafficking, and/or criminalise coercive control as a specific offence.

HEUNI's statement on the use of remote connections in judicial proceedings

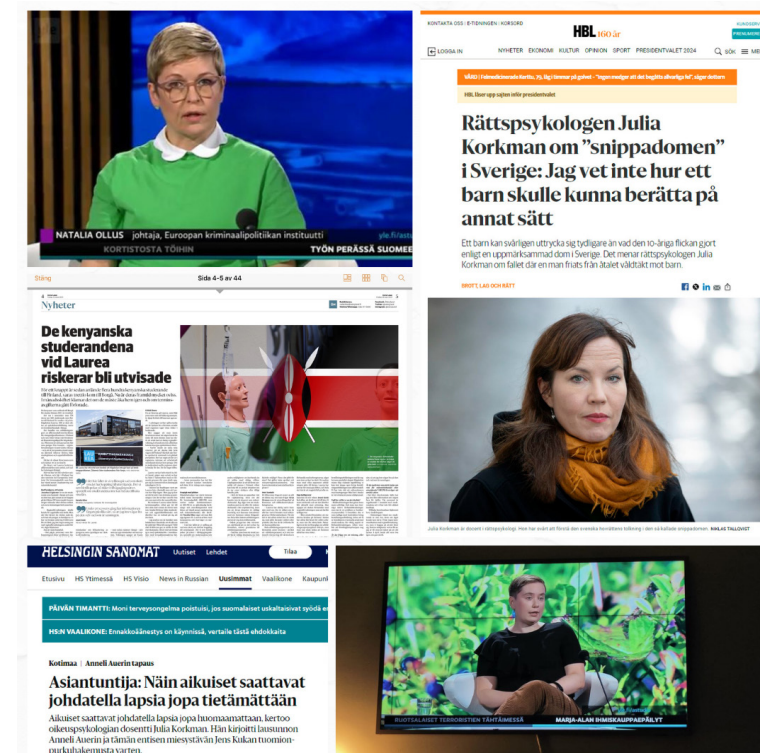
The outgoing Finnish government carried out an assessment of reforms concerning the use of **remote connections in judicial proceedings** and how these could further be enhanced and streamlined. HEUNI provided an official statement in this regard, emphasising that successful remote hearings require **sufficient technical solutions and standardisation but also proper training and understanding**.

HEUNI suggested the introduction of a standardised protocol regarding the use of remote hearings so as to ensure the **equal treatment** of parties in different parts of the country. HEUNI also recommended – in line with recent practice in Sweden – that the police hearing of parties be videoed in certain situations, e.g., when the victim is vulnerable, or in complex cases where the parties may influence one another's statements during the process. Based on research and scientific evidence.

HEUNI also recommended that such videoed hearings be used in court. This would lessen the burden on e.g., traumatised victims who would not be required to recall the events in court hearings that may take place several years after the event.

HEUNI also gave a written statement to the Finnish parliament on the renewal of the EU Trafficking directive, and the criminalization of the conscious use of services provided by human trafficking victims.

Throughout 2023, national and international **media** regularly sought the insights of HEUNI experts to comment on criminological phenomena, emerging trends, and notable court cases. Our experts were able to convey their perspectives through more than **40 media appearances** on TV, radio, podcasts and newspapers, contributing to public discourse.

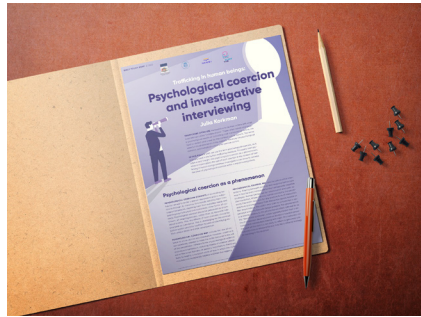


A snapshot of HEUNI's media appearances in 2023.

Looking ahead, we are glad to continue engagement with the media in 2024. Our experts remain open to sharing their knowledge and perspectives on criminological matters, and we invite you to reach out without hesitation.



Publications 2023



Policy brief. Trafficking in human beings: psychological coercion and investigative interviewing

Julia Korkman

This policy brief reviews psychological coercion (and psychological coercion in the context of human trafficking), and investigative interviews with trafficking victims. This policy brief was produced in conjunction with the ELECT THB-Project.

heuni.fi/-/thb-psych-coercion-investigative-interviewing

4 pages, also available in Finnish, Estonian and Latvian.



Patterns of exploitation. Trends and modus operandi in human trafficking in Finland, Latvia, Estonia, Poland and Ukraine

Anna-Greta Pekkarinen, Anniina Jokinen

This report is based on data on the modus operandi and routes of traffickers and other actors involved in trafficking, and on trends in trafficking. The data have been collected in the three partner countries, Estonia, Finland and Latvia, as well as in Poland and Ukraine. The information has been collected via desk review as well as through interviews and meetings with representatives of different key stakeholders, such as law enforcement, labour inspection authorities, non-governmental organizations (NGOs), and trade unions.

heuni.fi/-/report-series-103-patterns-of-exploitation-elect-thb

94 pages, also available in Estonian, Finnish and Latvian



Patterns of exploitation. Policy brief on the latest trafficking trends and modus operandi

Anna-Greta Pekkarinen, Anniina Jokinen

This policy brief is based on the 'Patterns of exploitation' publication. It summarises the main findings of the report on human trafficking trends and modus operandi in Finland, Latvia, Estonia, Poland and Ukraine. The policy brief includes definitions, premises, an overview of labour trafficking, an overview of trafficking for sexual exploitation, a look into COVID-19 and the Russian invasion of Ukraine, as well as key recommendations for policy makers.

heuni.fi/-/patterns-of-exploitation-summary

4 pages, also available in Ukrainian, Polish, Latvian, Finnish and Estonian



Review of actions against labour trafficking in Finland

Anniina Jokinen, Natalia Ollus, Anna-Greta Pekkarinen

This review examines the development, regulation and combating of labour trafficking and the exploitation of migrant labour on the basis of an extensive selection of written materials and previous literature.

heuni.fi/-/report-series-99b

74 pages, also available in Finnish

Publications 2023



Mapping Risks to Migrant Workers in Supply Chains in Europe

Anna-Greta Pekkarinen, Saara Haapasaari, Anniina Jokinen, Anni Lietonen, Natalia Ollus

The report was produced by HEUNI as a result of their project in collaboration with the International Organisation for Migration (IOM) Regional Office for EEA, EU, and NATO. The project was part of their effort to sustain and scale private sector engagement to protect migrant workers in Europe. HEUNI conducted four regional mappings on sector-specific risks to migrant workers in European supply chain contexts in the sectors of agriculture, food processing, hospitality, and manufacturing.

heuni.fi/-/mapping-risks-to-migrant-workers-in-supply-chains-in-europe
76 pages



How to write a PhD with peer support

Elsa Saarikkomäki, Natalia Ollus

Elsa Saarikkomäki and Natalia Ollus share a method which they have developed for writing the summary and introduction section of an article-based dissertation. The article presents a concrete model, which includes instructions for fourteen peer meetings. The article is aimed at doctoral researchers, supervisors and persons interested in the development of university education.

heuni.fi/-/phd-with-peer-support
16 pages



Vakavaan alipalkkaukseen perustuva työntekijöiden hyväksikäyttö ja siihen reagointi: Rikosoikeudellinen selvitys

Lauri Luoto, Tiina Turunen, Jalo Vatjus-Anttila, Jasmin Hannonen, Tatu Hyttinen, Natalia Ollus

Tutkimushankkeessa selvitetään vakavaan alipalkkaukseen perustuvaan työntekijöiden hyväksikäyttöön liittyviä rikosoikeudellisia kysymyksiä. Hankkeessa tarkastellaan erityisesti sitä, kuinka vakavaan alipalkkaukseen on mahdollista reagoida voimassa olevin rikoslain säännöksin ja pitäisikö rikoslakia kehittää, jotta alipalkkaukseen pystyttäisiin puuttumaan nykyistä tehokkaammin.

heuni.fi/-/vakavaan-alipalkkaukseen-perustuva-tyontekijoiden-hyvaaksikaytto-ja-siihen-reagointi



Selvitys ihmiskaupan uhreille annettavista harkinta-ajoista ja seksuaalipalvelujen myynnistä käännyttämisen perusteena

Anniina Jokinen, Anna-Greta Pekkarinen, Tiina Turunen, Riikka Huovinen

Tavoitteenamme oli selvittää, onko ihmiskaupan uhrien harkinta-aikoja sekä seksuaalipalveluiden myyntiin liittyvää käännyttämisperustetta koskevissa laeissa tai viranomaiskäytännössä epäkohtia, jotka estävät ihmiskaupan ilmituloa.

heuni.fi/-/harkinta-aika-selvitys-2023



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The European Institute for
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