

NORDIC MIGRANT EXPERT FORUM

Recommended
policies



Nordic Council
of Ministers



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INTRODUCTION

■ **THE NORDIC MIGRANT EXPERT FORUM** consists of people with knowledge of integration in one or more of the following spheres: the labour market, education, social and health care, gender equality, segregation and democracy and citizenship. They were all born elsewhere and migrated to a Nordic country.

The members of the Forum have been tasked with sharing their personal insights into the challenges faced by public authorities and other stakeholders, as well as the solutions available to them when it comes to integration in the Nordic Region.

The Forum contributes to the Nordic Council of Ministers' Vision 2030 and especially to the priority of creating a socially sustainable Nordic Region.

These policy recommendations are the result of the experts' input when asked: What makes good integration in the Nordic Region.





**Measurable
integration, is
a roadmap to
success.**

Takura Matswetu

Chairman, Finland
NORDIC MIGRANT
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DEFINE THE TASK

POLICY

Formulate a shared Nordic definition of integration, fostering inclusion and participation.

RECOMMENDATIONS

1. Ministers from all of the Nordic countries should come together to formulate a definition of a Nordic approach to integration that goes beyond mere assimilation and aims to create inclusive societies in which individuals from different backgrounds can preserve their cultural heritage while actively engaging in the social, economic and political life of their adopted country.
2. The definition should encompass wide-ranging measures that promote inclusive education, labour-market integration, language acquisition and social integration, with the ultimate aim of building cohesive and equitable societies.

COMMENT

The purpose of a Nordic definition of integration is to create a vibrant, cohesive society that celebrates diversity and in which all individuals enjoy equal opportunities to thrive.

QUALITY
ACCESS TO PUBLIC

COMBATING ETHNIC & CULTURAL SEGREGATION

A whiteboard divided into four quadrants by a vertical and a horizontal line. The top-left quadrant contains several yellow sticky notes. The top-right quadrant contains several pink and orange sticky notes. The bottom-left quadrant contains several yellow sticky notes. The bottom-right quadrant contains one yellow sticky note.





**Build the capacity
of immigrants
so everyone can
contribute equally
to making society
more prosperous.**

Hoda Thabet

Council representative, Iceland

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EMBRACE DIVERSITY

POLICY

Draw up a shared Nordic definition of integration that promotes inclusion and participation and ensures that everyone has the opportunity to contribute to society through universal participation and capacity building.

RECOMMENDATIONS

1. Formulate a common definition of integration to ensure everyone has the same opportunities to participate in society, regardless of background. A shared Nordic definition of integration should focus on building capacity and empowering individuals to contribute to society.
2. Building capacity implies more than simply providing goods and services. It involves developing several interrelated capabilities – scientific, artistic, technical, social, moral and spiritual – and covers inclusive education, labour-market integration, language acquisition and social integration.

COMMENT

The Nordic countries can draw up a model for other countries to follow. The purpose of formulating a common Nordic definition of integration is to create vibrant societies in which everyone has the opportunity to participate and contribute. This definition should be based on the principles of inclusion,

participation and respect for diversity. It should also stress the importance of capacity building, which is the process of developing the skills, knowledge, and attitudes that people need to participate in and contribute to society.





**With a warm welcome,
immigrants will face
a brighter future.**

David Im

Council representative,
Faroe Islands

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OPEN YOUR ARMS

POLICY

Promote inclusive practices for immigrants in the Nordic countries.

RECOMMENDATIONS

1. Foster a welcoming atmosphere and encourage social connections.
2. Develop partnerships between official bodies, organisations and positive role models.
3. Educate communities about anti-discrimination.
4. Challenge stereotypes.
5. Extend personal invitations to immigrants.

COMMENT

Inclusive practices serve as a valuable reminder for Nordic communities to prioritise the individual within a relational context rather than focusing on measuring the outcomes of the individual's efforts to integrate. Establishing personal connections, gaining insight into each person's history and fostering mutual understanding can contribute to a more welcoming and accepting environment.



Change comes through dialogue. We need inclusive spaces for diverse perspectives.

Justyna Bell

Council representative, Norway

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CREATE A SPACE FOR DIALOGUE

POLICY

Create inclusive, safe spaces (digital & physical) to foster open and robust dialogue and shared cultural values between non-native & native individuals.

RECOMMENDATIONS

- Set up meeting places and initiatives that facilitate and promote dialogue. Open dialogues in inclusive spaces help challenge stereotypes and biases by providing opportunities for individuals to learn from one another and challenge preconceived notions.
- Shifting the discourse on migration towards the celebration of diverse competencies, skills and perspectives would transform the reception of newcomers and open up more spaces for co-learning and co-creation.
- Showcase successful examples and initiatives.

COMMENT

The receiving societies are heterogeneous, and newcomers arrive in communities that already consist of various majority and minority groups, including people of different classes, genders and ages. Making newcomers and members of local

communities into which they arrive better able to live together harmoniously would be in the interests of all.





Through inclusive storytelling, we reshape the migration narrative, inspiring change one integration success at a time.

Maha Fayed

Council representative, Sweden

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ACKNOWLEDGE MIGRANT SUCCESS STORIES

POLICY

Promote integration success stories and reshape the migration narrative via media, public and political discourse that fosters inclusivity and understanding.

RECOMMENDATIONS

1. Foster partnerships and collaboration with stakeholders, such as policy-makers, NGOs, media outlets and members of the local community.
2. Allocate resources to support online and offline media campaigns that highlight inspiring real-life integration success stories.

COMMENT

These recommendations would promote inclusive narratives and enable migrants and refugees to share their personal journeys and experiences, thus reshaping the migration narrative.





Knowing
your rights is
central for hope
and a sense
of security.

Asim Umer Latif

Council representative, Denmark
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ETHNIC MINORITIES MUST HAVE EASY ACCESS TO INFORMATION ABOUT THEIR RIGHTS

POLICY

All public-sector bodies should make information about people's rights and duties readily available.

RECOMMENDATIONS

Knowing your rights gives you hope and a sense of security and endows actions with legitimacy.

COMMENT

Knowing your rights is good for your mental health, sense of security and interactions with "the system".





Let's revise policies to safeguard the wellbeing of migrants.

Maria Marti Castaner
Council representative, Denmark
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HELP MIGRANTS FEEL SAFE

POLICY

Revise current migration policies that are harmful to the well-being of migrants.

RECOMMENDATIONS

1. Create clear and accessible pathways to permanent residence.
2. Facilitate family reunification.
3. Ensure that rights and dignity of migrants are protected.

COMMENT

It is easier to function, integrate and contribute to society when you feel welcome and able to make long-term plans.





Kids of all backgrounds should learn and grow together in the classroom.

Fernando Ugarte

Council representative, Greenland

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MIX THE CLASSROOMS

POLICY

Diversity in the classroom.

RECOMMENDATIONS

Mix children of different backgrounds in classrooms.

COMMENT

Social discourse is created and moulded in schools. Greater diversity in the classroom would help set a more inclusive and equitable course for the future. It would help combat racism by normalising diversity at an early age and in daily interaction.



About this publication

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Nordic co-operation

Nordic co-operation is one of the world's most extensive forms of regional collaboration, involving Denmark, Finland, Iceland, Norway, Sweden, and the Faroe Islands, Greenland and Åland.

Nordic co-operation has firm traditions in politics, economics and culture and plays an important role in European and international forums. The Nordic community strives for a strong Nordic Region in a strong Europe.

Nordic co-operation promotes regional interests and values in a global world. The values shared by the Nordic countries help make the region one of the most innovative and competitive in the world.

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The Nordic Migrant Expert Forum contributes to the Nordic Council of Ministers' Vision 2030 and especially to the priority of creating a socially sustainable Nordic Region.