

## To the governments in the Baltic and Nordic countries

The associations of graduate women in the Baltic and Nordic countries held a conference on migration and the future of Europe.

The aim of the conference was to share experiences on migration in contemporary societies with a focus on women.

We arrived at the following resolution:

The governments should make use of the knowledge gained by the associations of graduate women, and their networks, as to gender and migration, and women's special needs in migration.

We urge that countries:

- recognize, utilize and develop migrants' competencies and skills in all areas of society
- enhance women migrants' competencies and skills
- use all possible resources towards the integration of migrants, including addressing the issue of return migration
- counteract imbalances of the brain drain
- recognize the impact of migration on both sending and receiving countries
- support women through social networks and NGOs
- acknowledge the contribution of NGOs and the civic society as a contribution to the integration and empowerment of migrants