

National dialogues

**Working Life Tomorrow
– how will Finland change as a result of work-based
immigration
(or a more detailed title)**

Draft script for dialogue
Duration 120 minutes

**NATIONAL
DIALOGUES**

Instructions for using script

- Plan the dialogue in advance using the script.
- The script supports facilitating the dialogue, do not distribute it to the participants. But do print a copy of the script for yourself after you have modified it to suit yourself and your dialogue.
- The wordings of the script are examples. Edit them to better suit the topic of the dialogue, your target group and for yourself.
- The times are indicative. They are intended to give an idea of how much time to spend on each stage. With the exception of the start and the end, you do not have to follow exact timings.
- You can use your own facilitator competence and, if necessary, use tried and tested methods to support the dialogue and the participants.
- Decide before the dialogue who will be the notetaker. It is important to take notes of the whole dialogue. The notetaker does not need to edit the notes afterwards. The idea is to record as precisely as possible what was said during the discussion. The script can help the notetaker to prepare for the dialogue.

READING INSTRUCTIONS:

On the right, tips for the facilitator:

Basic font – say for example this

The Latin font – directions for modifying the script

Bold: change as needed

Minutes Section

15 **Start, ground rules, attuning**

85 Joint discussion (incl. break)

5 Writing insights

10 Sharing insights

5 Thanks and closure

total 120 minutes

Start

Welcome to the National Dialogue. Today, our theme is **“Working Life Tomorrow – how will Finland change as a result of work-based immigration?”**. *Edit this to match the title of your conversation.* The ‘Working Life Tomorrow’ dialogues are part of National Dialogues. The dialogues will explore the impact of work-based immigration in Finland and on Finnish society. The aim is to gather a wide range of experiences from those who have moved to Finland for work, those who have lived here all their lives and different actors in the working life.

I'm XX, and I'm the facilitator of the dialogue today. *Tell the participants how the turns to speak will be distributed.* The purpose is to talk about our own experiences and listen to others' experiences of the topic.

During the dialogue, there may be different views on the theme. That is all right, because the goal is not unanimity. At the end of our conversation, we will discuss what we have learned or understood during the dialogue.

There is no need to make decisions or seek solutions in the dialogue, but such may emerge during the conversation. The dialogue is confidential.

XX is the notetaker of the dialogue. The notetaker does not write down who said what. The notes are anonymous. All notes from different dialogues will be compiled into a summary report that will be published later. Individual participants cannot be identified from the summary.

Let's start with a brief introductions. You can present yourself with your first name and by telling what brought you to this dialogue today.

5 min

Rules for constructive discussion

1. **Listen** to others, do not interrupt or start additional discussions.
2. **Relate** what you say to what the others have said and use everyday language.
3. **Talk** about your own experience.
4. **Speak** to others directly and ask about their views.
5. **Be present and respect** others and the atmosphere of trust.
6. **Search and bring things together.** Boldly deal with emerging conflicts and look for issues that have gone unnoticed.

Rules for constructive discussion will be used in today's dialogue. Let's go over them briefly.

The facilitator goes through the six rules that can be found on the left side.

1. Everyone must be given the opportunity to explain their views in peace. It is important that we do not interrupt each other or whisper with the person next to us.
2. The objective of a dialogue is to connect what we say to what the others have brought up in the discussion. Let's try to use everyday language and avoid difficult terms.
3. To be able to better understand the topic discussed and each other, we should talk about our own experiences. This means that we tell the others what issues, events and situations have contributed to our views.
4. You can speak to others directly and ask questions.
5. Let's focus on this moment. No phone or laptop during the dialogue. We are also discussing confidentially today. You can tell others that you have participated in this dialogue, but you cannot say who said what if you have not asked that person's permission. And let's speak respectfully of other people, even if we disagree with them.
6. The purpose of the dialogue is to be a situation in which conflicts that emerge can also be examined. You don't have to agree on things. Different perspectives enrich the discussion and help us understand the topic of dialogue better.

Can we commit to these rules together?

All right, let's go on!

5 min

Minutes	Section
15	Start, ground rules, attuning
85	Joint discussion (incl. break)
5	Writing insights
10	Sharing insights
5	Thanks and closure

total 120 minutes

Attuning

Starting with the following text (or video, music, pictures etc.)

You can use this text to get ready for the topic, for example:

We are set to enter a new kind of working life as more and more people from around the world move to Finland for work. What kind of country is Finland for people coming here to work? How do those born and raised here experience the effects of immigration on working life? What is needed so that people from different backgrounds can build a shared working life and society in Finland?

The changes brought about by work-based immigration will shape the nature of working life, services and local communities in the years to come. Work-based immigration is also intrinsically linked to experiences of belonging to society, fairness and the direction our country is taking. People moving to Finland bring with them new perspectives and resources. At the same time, changes in society and working life can give rise to various tensions and intensify social divisions. We need a broad understanding of how to build an equal, sustainable and thriving working life in the Finland of tomorrow.

You can use a topical article, news, research, song, or other material that fits your group of participants and uses it to stimulate conversation. Or you can edit the text to suit the group of participants.

2 min

Minutes	Section
15	Start, ground rules, attuning
85	Joint discussion (incl. break)
5	Writing insights
10	Sharing and follow-up of insights
5	Thanks and closure

total 120 minutes

You can edit the questions in the dialogue so that they are better suited for the group of participants.

Joint discussion: in two-person groups

Divide the group into couples, clearly tell who's with whom. If there are only three people in the group, you can discuss the first thoughts among the whole group.

Discuss your experiences. Make sure that both of you have time to express your thoughts.

What kind of thoughts, feelings and images does the material that has just been presented arouse in you with regard to work-based immigration?

Or alternatively:

Discuss some recent personal experience or situation that is related to work-based immigration?

This will take three minutes. You can start...
... it's time to stop.

3 min

Joint discussion

Briefly describe what you both were talking about and what thoughts arose.

Who will start and tell what you were talking about?

What other experiences emerged?

Thank you everyone. You highlighted at least the following:
compile some of the themes that have emerged

→ at this stage, it is worth asking each participant something and thus sending a message that everyone's participation in the dialogue is important. Discussion may be freer in future

15 min

Minutes	Section
15	Start, ground rules, attuning
85	Joint discussion (incl. break)
5	Writing insights
10	Sharing insights
5	Thanks and closure
total 120 minutes	

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total 120 minutes

You can edit the questions to suit your group, region or organisation. After the question, make use of the possibility of self-reflection or discussing in pairs, if necessary.

Joint discussion continues

Try to collect the issues that come up in the discussion. Formulate additional questions based on them. It is good to let the discussion flow at its own weight and avoid turning it into an interview.

Possible additional questions:

- **What concerns do you have regarding work-based immigration?**
- **What gives you hope and inspires you?**
- **What is needed so that people from different backgrounds can build a shared working life and society in Finland?**
- **What changes are needed as soon as possible?**

65 min, incl. possible break

Writing insights

Our dialogue is now coming to an end. I want to hear what insights, feelings or thoughts our joint discussion has generated in you.

Write on your own piece of paper a few insights, feelings or ideas that have been important to you in this dialogue. We collect these insights to support the notes from our dialogue. As said before individual persons cannot be identified from the notes.

Take a few minutes to write. Then select one of your insights, thoughts, or feelings that you want to share with us here.

5 min

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Sharing insights

Let's start with you. What has been important in this discussion?

→ Select a person who is likely to be ready to share their insight.

Finally, I would like to hear from you what subjects should be discussed in the National dialogues in the future?

→ Have a brief discussion with the participants on what topics they consider important in the future?

10 min

Thanks and closure

If you wish, you can tell about your participation in this discussion, for example on social media. You can use the hashtag #NationalDialogues.

The notes of this dialogue will be used, together with the notes of other dialogues, as material for the summary report on the National Dialogues. The report will be submitted for discussion within the government to the steering group of the Minister of Local Government and Regional Development, to a meeting of the highest-ranking officials in the ministries (i.e., permanent secretaries), and to the Ministerial Group on Social Reform. The notes will also be utilized in the "Work-Based Immigration" initiative led by Sitra and the Ministry of Economic Affairs and Employment.

The dialogue was confidential, so don't tell what the other participants said without their permission. You can share your thoughts and feelings and, in general, the themes that came up in the discussion.

Before you leave, I hope you'll take a moment to fill out this short survey conducted by the University of Turku:

link.webropol-surveys.com/S/41061BE511EF2EFD

The survey is conducted by a research group at the University of Turku, and it is possible to respond anonymously in Finnish, Swedish or English. Every response is extremely important. The responses provide valuable information about the impacts of citizen participation on decision-making and public debate concerning labour-related immigration, and help reforming Finnish democracy.

Thank you for the conversation.

5 min

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How to go forward?

The operative core group of the National dialogues receives the notes from the dialogue.

Submitting the entries for the joint resume report will increase the impact of the dialogues. They will be part of the national summary and all those actors who have been involved can use the summary to support their own work.

The team operating in connection with the core operational group reads all entries carefully and draws up a national summary based on them, which will be published on the [National dialogues' website](#).

For the organiser:

Thank you for organising the dialogue!

Thank you for participating in the National dialogues. We hope the dialogue was a good experience for you and the participants. One of the objectives of the National dialogues is to develop the dialogue competence of different actors and citizens in the society.

Dialogue is an opportunity to deepen understanding, learn the skills of constructive discussion, stop and listen to the experiences of others and get to share their own, even unprepared, thoughts with others.