

INTERNATIONAL ORGANIZATION FOR MIGRATION (IOM) UN MIGRATION AGENCY

**Norwegian Cultural Orientation Program (NORCO)
Pre-Departure Orientation (PDO)**



Video from NORCO PDO in Rwanda 2024

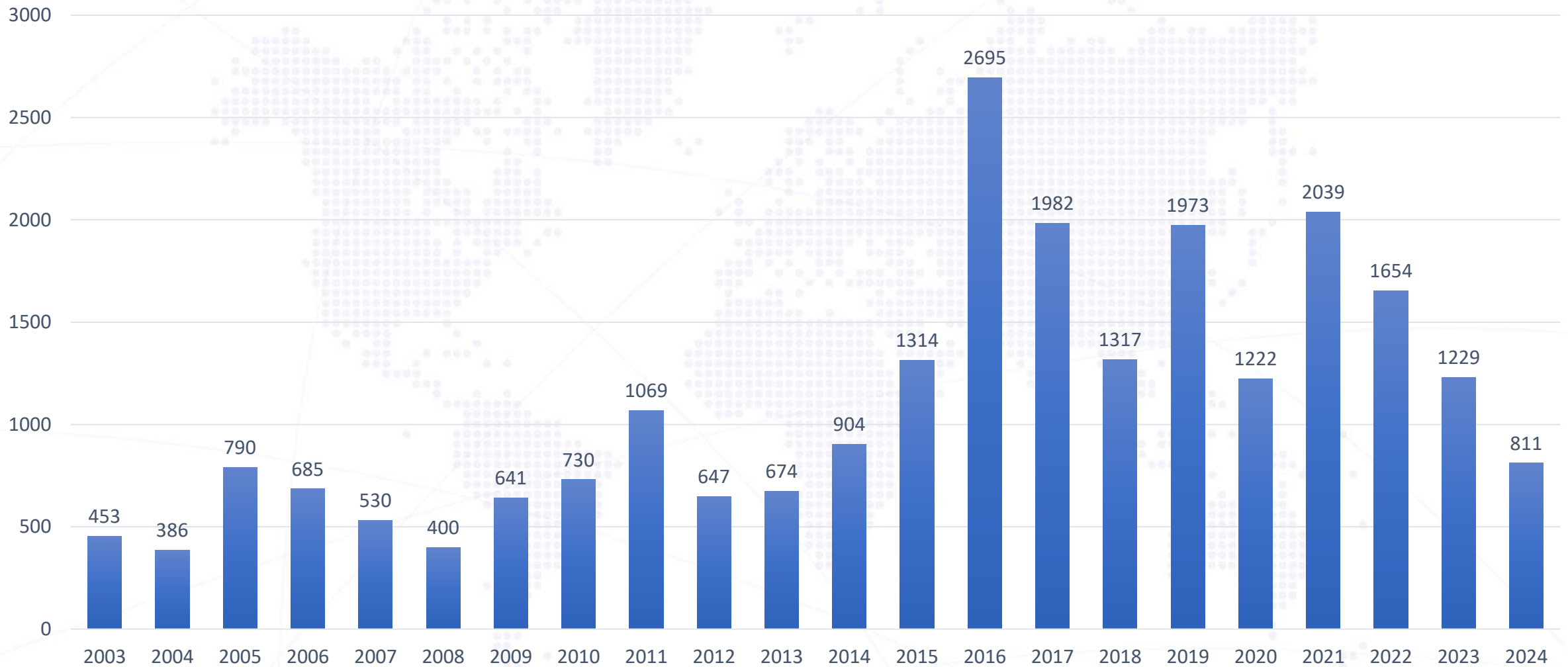


Background on Pre-Departure Orientation

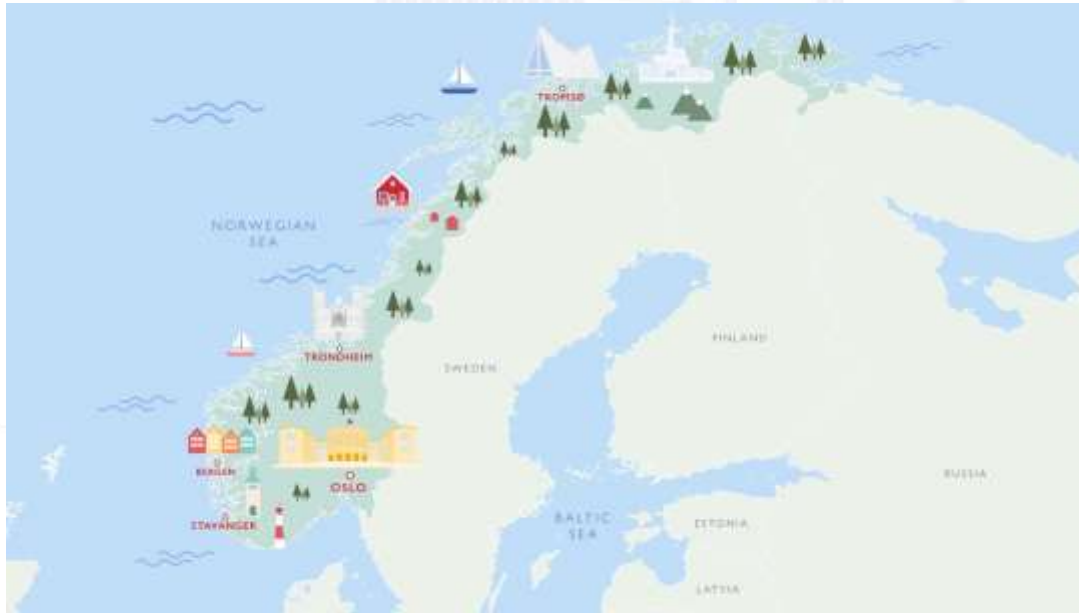


- NORCO started in 2003
- Implemented on behalf of IMDi
- More than 24,000 refugees trained
- PDO conducted in 26 countries
- Reading materials provided to some dossier cases
- Post arrival orientation provided on request from IMDi

PDO Attendance 2003 - 2024



Objective of PDO



Prepare refugees for the initial adjustment period after their arrival in Norway, addressing unrealistic expectations and aiming to mitigate possible challenges faced in a new culture and society

Learning Goals

- Develop a realistic picture of Norway and get a beginner's understanding of its culture and values
- Develop an understanding of the receiving municipalities' expectations
- Develop knowledge about their obligations and rights in Norway
- Learn about common challenges they may encounter in the resettlement process

DRESS IN WINTER



Women



PUBLIC TRANSPORTATION IN NORWAY



City bus



Tram



Boat



Taxi



Train



Airplane



Cross Cultural Facilitators



NORCO Team with CCFs



PDO Age Groups

All refugees 8 years old and older take part in PDO, while children aged 0 to 7 are cared for by childminders.



Children (8-12)
2-day/10 hour training



Teens (13-16)
3-day/15 hour training



Adults (17 and above)
5-day/25 hour training

Teaching Methodology

- Participant – centered
- Interactive, playing on participants' strengths
- Group discussions
- Activity based



Activity Based Learning: Apple Game

- Place an apple on a table in the center of the room.
- Ask participants to walk around the table.
- Tell them to grab the apple when you clap your hands.
- After someone grabs the apple, ask the group what the apple represents (answer: a job).
- Discuss who caught the apple and why—emphasizing that landing a job often depends on talent, initiative, and luck.



Activity Based Learning: Integration Activity



Looking in from the outside



Using all possible ways to enter the
new society



Belonging in the new society

Activity Based Learning: Budgeting

- Divide participants into small groups. Groups give a title to their budget reflecting their priorities.
- Invite each group present their budget to the class.
- Each group reviews their budget and considers which items to add or remove.
- The trainer explains that certain services—such as schools and healthcare—are free or nearly free in Norway, but there are other important expenses to plan for, like winter clothing and sports activities.
- The purpose of the activity is to help participants work together to set priorities for family spending.










Examples of PDO Lesson Adults: Day 3

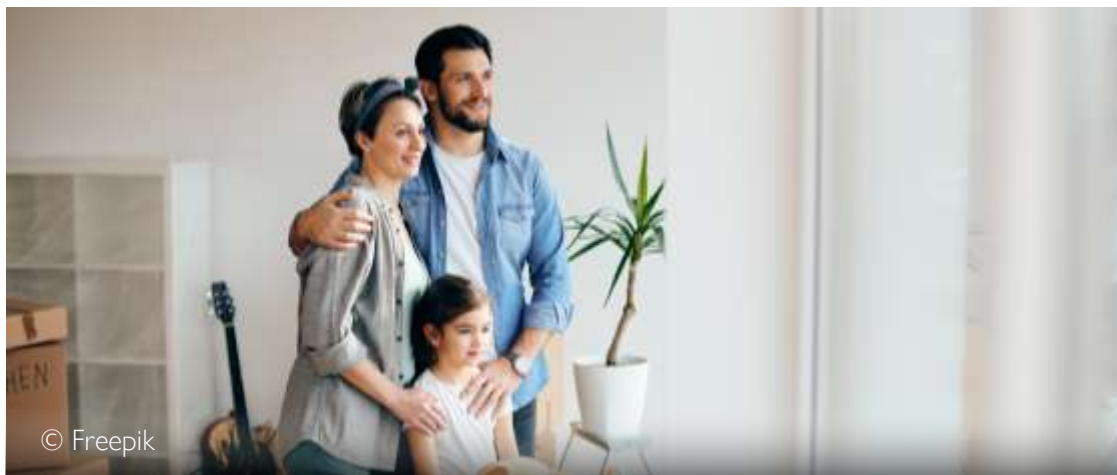


NORWEGIAN CULTURAL ORIENTATION (NORCO)

MOVING INTO A NEW CULTURE,
INTRODUCTION PROGRAM,
EDUCATION SYSTEM

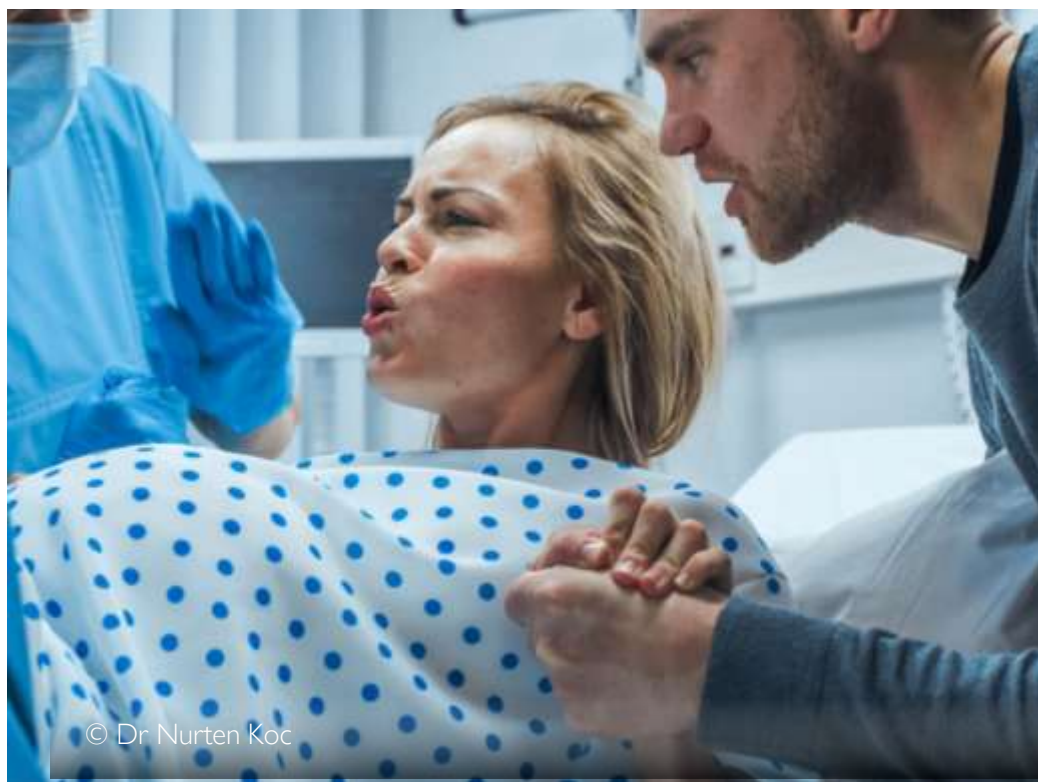
<p>Day 3</p>	<p>Moving into a new culture</p> <ul style="list-style-type: none"> • Understanding cultural differences & similarities • Social interactions • Culture shock, adjustment & adaptation 	<p>Introduction Program</p> <ul style="list-style-type: none"> • Integration Act - Law • Rights & responsibilities • Structure & goals of the program 	<p>Education system</p> <ul style="list-style-type: none"> • Kindergarten • Primary Schools • Home & school cooperation and meetings. 	<p>Education system</p> <ul style="list-style-type: none"> • Lower Secondary School • Upper Secondary School • University colleges and University 	<p>Closing</p> <ul style="list-style-type: none"> • Evaluation • Questions & answers • Reflection of the Day 
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INTERACTIONS YOU WILL OBSERVE IN PUBLIC SPACE



NORMAL / EXPECTED

Partner present during childbirth



Care for domestic animals



COMPONENTS OF THE INTRODUCTION PROGRAM

Training in Norwegian language
and social studies



© Harstad Kommune

Learning about life skills in Norway – work
and language practice



© KS

KINDERGARTEN IN NORWAY



LOWER SECONDARY SCHOOLS

Subjects taught:

- Norwegian, English, Mathematics, Social Studies, Ethics, Arts and Crafts, Natural Science and the Environment, Music, Food and Health, and Physical Education.
- Students can choose another foreign language e.g. French, German, or Spanish.



Reflection of the day

- What do you remember about the Introduction Program?
- Any ideas about what kind of job you would like to have after the introduction programme?
- What do you understand about the education system?
- What do you not understand about the education system?



Challenging Topics

- Money and Finances
- LGBTQI+ Rights, Women's Rights, Children's Rights
- Negative Social Control

Money and Finances

- Participants receive a salary by attending the Introduction Program
- The exact amount varies based on factors such as age, background, and education level
- Financial support amounts may differ from one municipality to another
- Salary is sent directly to each individual's bank account, not to a family account
- Prices on items are fixed, but items may be available at reduced prices during sales
- Information is provided about secondhand shopping through Finn, thrift stores



LGBTQI+ Rights, Women's Rights, Children's Rights

- Individual rights are explained, highlighting both their legal basis and practical application in society
- Gender equality is discussed with examples and visual aids
- Children's rights are illustrated through role play, videos, and written materials
- LGBTQI+ rights in Norway are explained, emphasizing legal protection and inclusion in Norwegian society
- Realistic examples are discussed, such as:
 - Attending classes with individuals of diverse sexual orientations and gender identities
 - Children having classmates with two mothers or two fathers



THE BEST INTERESTS OF THE CHILD

- Parents have a responsibility to provide care and protection to their children.
- Parents having difficulties and challenges must seek help from the child welfare service.
- If parents don't seek help, the child welfare service is obliged by law to intervene.

IOM UN MIGRATION

Negative Social Control

This topic is part of the Law-and-Order section of our course. The subject is broken down into smaller topics and discussed as follows:

- Forced marriage – presented with visual aids and discussed in detail.
- Equality between boys and girls – illustrated using visual aids and open discussion.
- Violence – All forms of violence, including domestic violence are explained with reference to individual rights and Norwegian law

Participants are informed about where to seek help and support if they experience any of these issues. Information is shared about the Red Cross, Police and Crisis Centers.



Example Questions Asked by Adult Participants

1. We heard it's cold in Norway, is it possible to do farming?
2. Are we going to get money from the government to buy clothes and for everyday expenses?
3. How much money will I get while on Introduction program?
4. Can I have a job in combination with the Introduction program?
5. What are jobs that do not require skills in Norway?
6. Is it true that if we have money in our bank account, they will take it or stop sending more money?
7. Is it possible to send money to our relatives outside of Norway?
8. Is it allowed to have family reunification with family members?
9. Can I move from the house I got from the municipality?
10. Can I drive with my driving license in Norway?
11. How many years does it take to become a citizen of Norway?
12. Who will take care of my children while I am sick as a single mother?
13. What can I do if I get sick and I do not know the language?
14. Is there discrimination in Norway based on race?

Example Questions Asked by Teen and Child Participants

1. When do we travel to Norway?
2. Do we get food and housing in Norway, or do we stay in a refugee camp?
3. Will we go to the same school as other children?
4. When does the school year begin?
5. Which grade will I be placed in?
6. Are there interpreters at school?
7. What subjects are taught at school?
8. Is it true that Norway has six months of daylight and six months of night?
9. Do schools operate during the dark periods?
10. Will I need to purchase a school uniform?
11. What are the consequences for not completing homework?
12. Are there school buses available for transportation?
13. Will the teachers be supportive and understanding?
14. How can I become a football player?



“Will we get a jerrycan to carry water in Norway?”



STAY CONNECTED





THANK YOU
QUESTIONS?