



# Integrating Cities Charter

Eurocities commitment to migrant integration



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The Integrating Cities Charter reaffirms Eurocities' commitment to the integration of migrants and the promotion of inclusive migration policies in our increasingly diverse urban communities.

We, the undersigned mayors, acknowledge the significant contributions migrants have made to European cities, bringing fresh perspectives that enrich our communities.

Increased economic cooperation and globalisation, but also humanitarian crises, conflicts, food insecurity, and environmental challenges continue to drive migration to Europe. Upon arrival, most migrants and refugees choose to settle in cities, where they work, study, reunite with family and build their future. Some may stay temporarily, while many others will make the new city their permanent home.

Successful integration is a two-way process involving both newcomers and established residents. It continues for a long time after arrival and encompasses all aspects of life: economic, social, cultural, civic and political. Cities are seeking innovative strategies to attract migrants across the skill spectrum and incentivise migration to sustain socio-economic standards, support ageing populations, and maintain essential infrastructure.

With a long history of welcoming newcomers to European cities, we, the undersigned mayors, play a central role in building inclusive societies.

Our vision of integration is for all city residents to live in safety and dignity, with equal opportunities, regardless of their background. Cities embrace diversity in their integration strategies, ensuring equality for all.

This Integrating Cities Charter harnesses our duties and responsibilities as policymakers, service providers, employers and buyers of goods and services to provide equal opportunities for all residents, to integrate migrants, and to embrace the diversity of the population that is a reality in our cities.

### As policy-makers we will:



- Actively communicate our commitment to equal opportunities for everyone living in the city;
- Ensure equal access and non-discrimination across all our policies;
- Facilitate engagement from migrant communities in our policy-making processes and remove barriers to participation.

### As service providers we will:



- Support equal access for migrants to services to which they are entitled, particularly access to language learning, housing, employment, health, social care and education;
- Ensure that migrants' needs are understood and met by service providers.

### As employers we will:



- Take steps where required to reflect our city's diversity in the composition of our workforce across all staffing levels;
- Ensure that all staff, including staff with a migrant background, experience fair and equal treatment by their managers and colleagues;
- Ensure that staff understand and respect diversity and equality issues.

### As buyers of goods and services we will:



- Apply principles of equality and diversity in procurement and tendering;
- Promote principles of equality and diversity amongst our contractors;
- Promote the development of a diverse supplier-base.

**We the Mayors** commit, based on this Charter, to advance towards the aspirations we have stated as policymakers, service providers, employers and buyers of goods and services.



*Explanatory note: The Integrating Cities Process was formalised in partnership between Eurocities and the European Commission in the 2007 Milan Declaration. It encompasses:*

- the Integrating Cities Conference series, which offers various opportunities for dialogue between local politicians and senior officials from Europe's major cities, representatives from EU institutions, international and non-governmental organisations, academics, and migrant communities;
- a regular policy dialogue on integration between city representatives and the European Commission; and
- projects of mutual learning between cities in the field of integration governance.

*The Eurocities Working Group Migration & Integration and the cities of Amsterdam, Berlin, Leeds, London and Rome developed this Charter in February 2010. The migration team at Eurocities updated it in October 2024.*



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