

The last few months have been very special for the Companies with Refugees Forum. In June, the initiative **completed two years**, a period of much exchange, learning and progress. We thank all members who have participated in our activities and, above all, supported refugees in rebuilding their lives in Brazil.

In the same month, World Refugee Day was celebrated on June 20th. The date was designated by the United Nations to honor the resilience, knowledge and determination of refugees around the world. This year's theme was "Hope Away from Home: for an inclusive world with refugees".

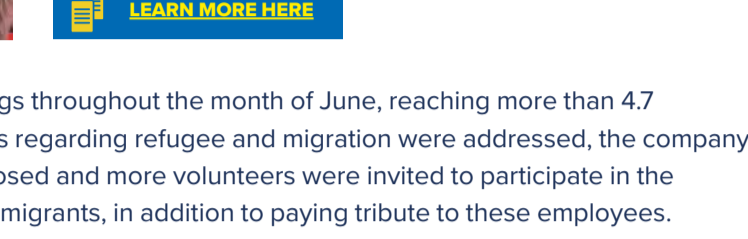
To publicize the date, 30 members of the Forum promoted inclusion actions, posted content on internal channels and social media; participated on articles and reports on media on the subject and promoted the cause to other companies. Addressing this issue, talking about the trajectories and prominence of these people and raising awareness of new agents are fundamental steps towards building a more welcoming and fair society.

We thank each one for sharing the materials, approaches to the theme and engagement with the cause.



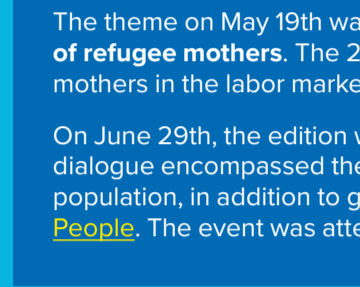
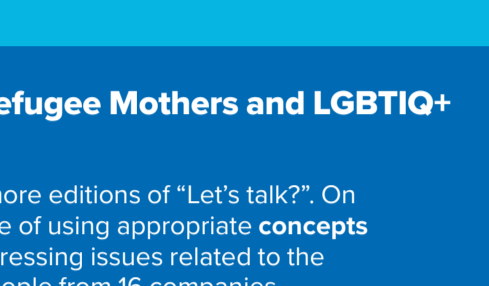
Check out other actions developed within the framework of World Refugee Day

A.C.Camargo Cancer Center: held a meeting with a special breakfast for refugee employees, with the aim of promoting integration and supporting them in their journeys at the institution.



Belgo Arames: took to the menu of its nine units dishes from Venezuela, Haiti, and Colombia, countries where 26 company employees came from.

CIFAL Curitiba/Sistema Fiep: promoted a lecture for students from Colégio Sesi in Curitiba about the reality experienced by thousands of refugees. Using audiovisual resources, the lecture emphasized the importance of valuing empathy, fostering in students the purpose of cultivating diversity and becoming agents of change.



Construtora Tenda: in addition to providing space on the construction sites for refugee people to talk about their trajectories, they promoted a lecture at the office in São Paulo. The chat had speeches from refugee employees, managers, delivery of gifts and launch of a guide. A coffee break with Venezuelan food was also offered, prepared by Chef Adriana, who is part of the Refugee Entrepreneurs Platform.

[LEARN MORE HERE](#)

Localiza: organized 16 meetings throughout the month of June, reaching more than 4.7 thousand employees. Subjects regarding refugee and migration were addressed, the company's actions in this area were disclosed and more volunteers were invited to participate in the affinity group of refugees and migrants, in addition to paying tribute to these employees.

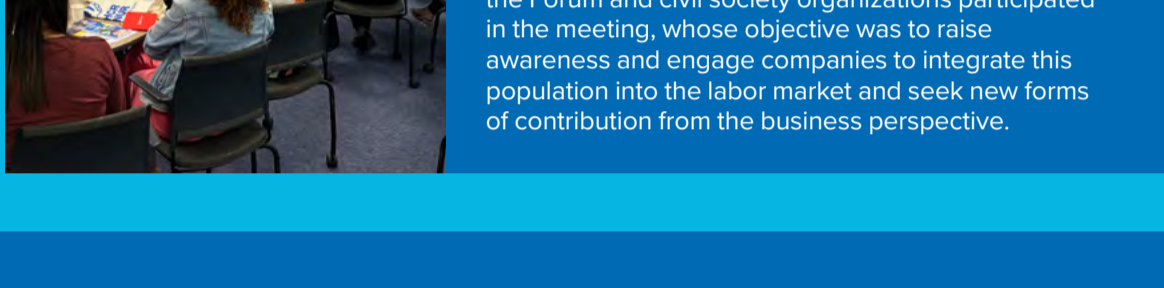
RECENT HAPPENINGS

Let's Talk: Concepts and narratives, Refugee Mothers and LGBTQ+ Refugees

The Companies with Refugees Forum held three more editions of "Let's talk?". On April 19th, the virtual chat was about the importance of using appropriate **concepts and sensitive and respectful narratives** when addressing issues related to the theme of refuge. The event was attended by 32 people from 16 companies.

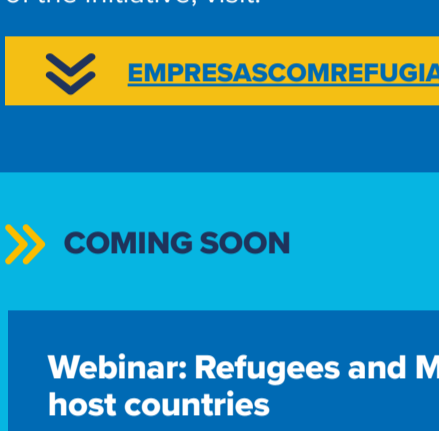
The theme on May 19th was about the **challenges and opportunities in the inclusion of refugee mothers**. The 20 participants exchanged experiences on the inclusion of mothers in the labor market, especially those who head single-parent families.

On June 29th, the edition was about the **importance of LGBTQ+ refugee people**. The dialogue encompassed the challenges and inclusion of promoting the insertion of this population, in addition to guidelines, such as the [Note on Employability LGBTQ+ Refugee People](#). The event was attended by almost 40 people, representing 27 companies.



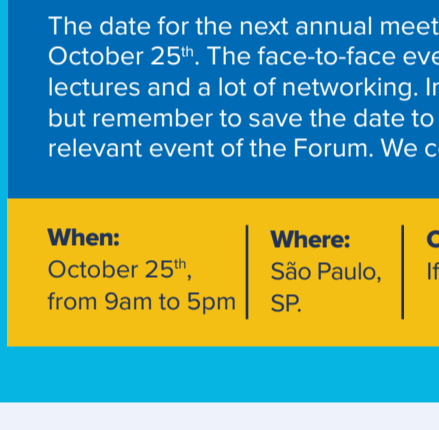
Kelly Clements meeting with the private sector

On May 8th, UNHCR Deputy High Commissioner Kelly T. Clements met representatives of the Brazilian private sector in São Paulo. The purpose of the meeting was to reinforce the connection and the fundamental role of the joint work between UNHCR and Brazilian companies. Representatives of BCG, Iguatemi, Official Spanish Chamber of Commerce in Brazil, Founder, UN Global Compact in Brazil, among others participated in the meeting. At the end, it was served a coffee break prepared by **Ylmary**, a businesswoman who is part of the Refugee Entrepreneurs Platform.



Event to promote the integration of Afghan refugee people

On July 13th the Forum, in partnership with the American Chamber of Commerce (Amcham), held the **"How your company can promote the integration of Afghan refugees in Brazil"**, in São Paulo. Representatives of the private sector, members of the Forum and civil society organizations participated in the meeting, whose objective was to raise awareness and engage companies to integrate this population into the labor market and seek new forms of contribution from the business perspective.



Who is part of the Companies with Refugees Forum

Emflora, Anneri, Movida, Amcham, Sintelmark, Hotel Holiday Inn Manaus, Hospital Israelita Albert Einstein, Pantys e Raia Drogasil S/A are the newest members of the Companies with Refugees Forum.

We are now

85 members!

To meet all the members of the initiative, visit:

[EMPRESASCOMREFUGIADOS.COM.BR/QUEM-FAZ-PARTE-FORUM](https://empresacomrefugiados.com.br/quem-faz-parte-forum)

COMING SOON

Webinar: Refugees and Migrants, the right to rebuild their lives in host countries

A webinar will be held, led by the UN Global Compact in Brazil in partnership with UNHCR and the International Organization for Migration (IOM), with testimonials, good practices and debates on the right of refugees and migrants to rebuild their lives in Brazil. Some of the topics addressed will be the rights of refugees, current forced displacements and the role of companies in their integration.

When: August 9th at 3pm | **Where:** Online. | **Open to all interested companies.** Registration at bit.ly/webinar082023. If you have any questions, please contact tarantini@unhcr.org

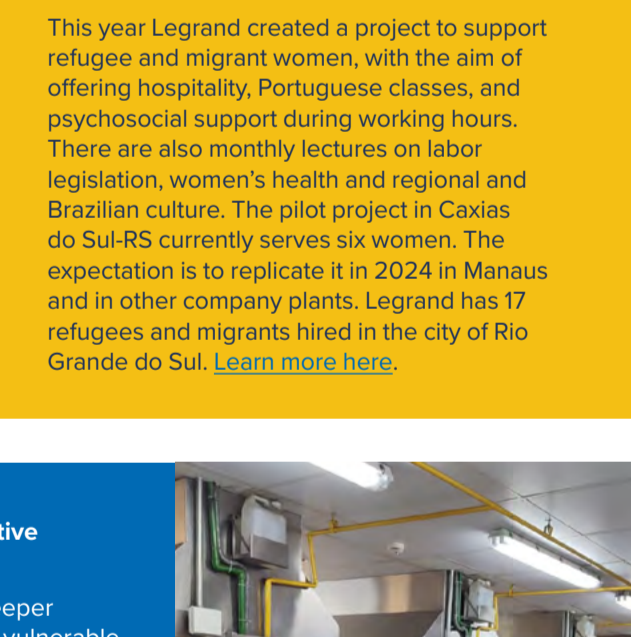
2nd Annual Meeting of the Companies with Refugees Forum

The date for the next annual meeting of the Companies with Refugees Forum has been set: **October 25th**. The face-to-face event is aimed at Forum members and will include training, lectures and a lot of networking. Information on location and program will be sent out soon but remember to save the date to guarantee your company's participation in the most relevant event of the Forum. We count on your presence!

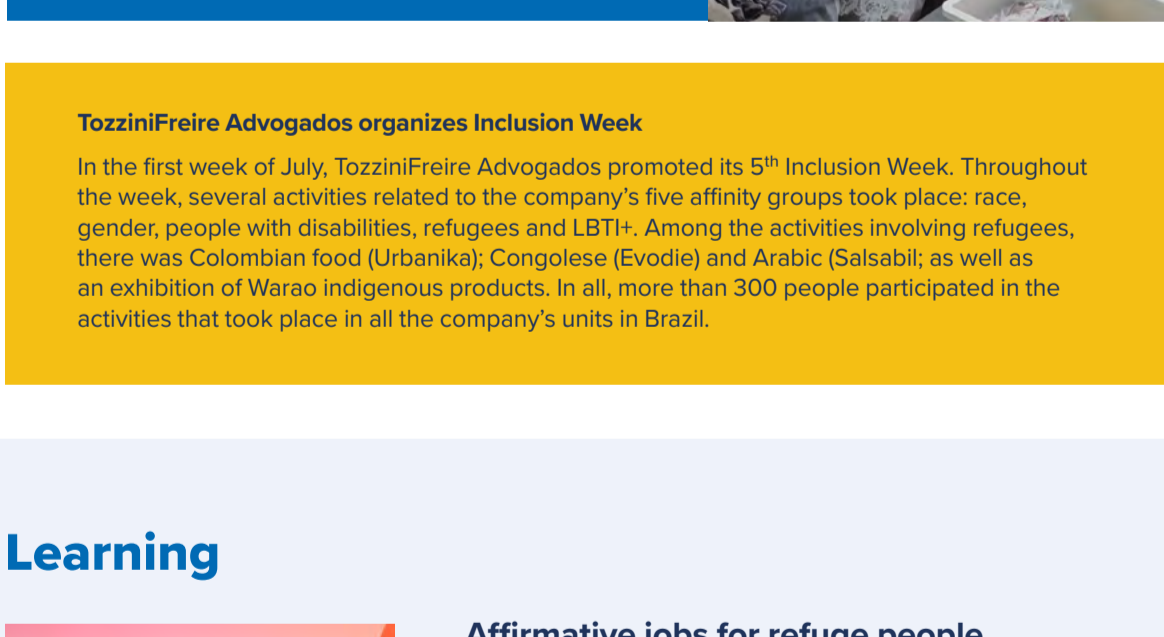
When: October 25th, from 9am to 5pm | **Where:** São Paulo, SP. | **Only for members of the Companies with Refugees Forum.** If you have any questions, please contact tarantini@unhcr.org

Good Practices that Make Change

The empresacomrefugiados.com.br platform has a new company practice that promotes the inclusion of refugees. Cobasi included refugee people in its hiring processes in 2022 and, with the support of partners, has already promoted awareness and participation in events. Currently, 23 refugee collaborators are part of the network's staff. The company, which is one of the largest retailers in the pet segment in Brazil, has a goal: to hire at least one refugee person in each of its more than 200 stores. [Learn more here.](#)



Companies in Action



Foundever holds Employability Fair in São Paulo

On April 20th, Foundever, one of the Forum's mobilizer, promoted an Employability Fair for socially vulnerable groups, including refugees, to return to the job market. During the fair, held at Missão Paz, people were supported in preparing CVs, tips on the job market and job interviews, in addition to referrals to Foundever's selection processes. 154 refugee people participated, of which 75 were included in the company's Talent Bank and seven have already been hired. [Learn more here.](#) In June, Foundever also received the **Seal Migrant-Friendly Company from World Vision** for good practices in the inclusion of refugees and migrants.



Dow promotes workshop on the benefits of hiring refugees

Dow Química promoted the workshop "Why hire refugees?" in São Paulo, in partnership with UNHCR and the Immigrant Center. The purpose of the event on May 30th was to raise awareness of the importance of a strategic look at the refugee cause in Brazil. The workshop was attended by leaders from different areas of the company, a lecture by Vanessa Tarantini (UNHCR) and personal reports from refugees, addressing their own trajectories, challenges and perspectives regarding the Brazilian labor market.



Vagas and UNHCR promoted workshop in Rio de Janeiro

On June 13th, UNHCR and Vagas held another [employability workshop](#). Two classes were attended at SOS Children's Village in Rio de Janeiro, with the participation of 23 Venezuelan people. In the workshops, refugees and migrants learned how to register their CVs on the Vagas.com website and how to increase their chances of being in the formal Brazilian job market. Companies using Vagas.com recruitment software can filter CVs from this population through #workshopvagasecnur.



Legrand creates Project to support refugee and migrant women

This year Legrand created a project to support refugee and migrant women, with the aim of offering hospitality, Portuguese classes, and psychosocial support during working hours. There are also monthly lectures on labor legislation, women's health and regional and Brazilian culture. The pilot project in Caxias do Sul-RS currently serves six women. The expectation is to replicate it in 2024 in Manaus and in other company plants. Legrand has 17 refugees and migrants hired in the city of Rio Grande do Sul. [Learn more here.](#)



Somos Todos Cuidadores: Sodexo initiative trains 29 women as hospital maids

Sodexo offered another hospital housekeeper course for refugee and migrant people in vulnerable situations. This is the fifth edition of the **Somos Todos Cuidadores** ("We are all caregivers" in English) program, launched in 2019 to professionalize, free of charge, groups as hospital kitchen assistants and in the area of hospital hygiene and cleaning. The company, together with partners, pays for the students' studies, transportation and meals. After 40 hours of training, the 29 participants (including 27 refugee and migrant women) were sent to Sodexo's selection processes in São Paulo. The program has a total of 148 trained people.



TozziniFreire Advogados organizes Inclusion Week

In the first week of July, TozziniFreire Advogados promoted its 5th Inclusion Week. Throughout the week, several activities related to the company's five affinity groups took place: race, gender, people with disabilities, refugees and LGBT+. Among the activities involving refugees, there was Colombian food (Urbaniak); Congolese (Evodie) and Arabic (Salsabli); as well as an exhibition of Warao indigenous products. In all, more than 300 people participated in the activities that took place in all the company's units in Brazil.

Learning

Affirmative jobs for refuge people

ManpowerGroup, one of the Forum's mobilizers, ManpowerGroup, on its blog highlighting the advantages of hiring refugees.

[READ THE ARTICLE HERE](#)

Research with entrepreneurial refugees

As part of World Refugee Day, Valor Econômico published a story on refugee entrepreneurs working in Brazil.

[READ THE ARTICLE HERE](#)

[READ THE RESEARCH RESULTS HERE](#)

Article about inclusion initiatives in Brazil

Folha de S. Paulo published an article, signed by representatives of UNHCR, UN Global Compact in Brazil and UN Women on initiatives for the inclusion of refugees in Brazil.

[READ THE ARTICLE HERE](#)

Would you like to be part of the Companies with Refugees Forum?

Learn more about our core values:

- Promoting respect** for the rights of refugees
- Equal opportunity** and fair treatment for refugees
- Promoting initiatives aimed at preserving the **rights of refugees** within society
- Inclusion** of hiring practices and **support** for refugees among company sustainability and diversity initiatives
- Raising awareness** of the importance of respecting refugees among employees and stakeholders

To participate, companies must commit to adhering to the Forum's Values and complete a membership form.

[CLICK HERE TO ACCESS THE FORM](#)

Initiative

Strategic partnership:

Support:

