

June was a special month for the Companies with Refugees Forum. This month, the initiative turned three years old! Created in June 2021, the Forum started with 21 members and today we have 115 companies and organizations in this network, together to share experiences, challenges, learn and support the lives of thousands of refugees. In these three years, the Forum has promoted or supported more than 65 events, workshops, webinars, trainings and meetings and published more than 15 guides, guidance notes and periodic newsletters with the actions developed by the member companies. We thank each company for their participation and engagement in this network that is only growing and consolidating!

World Refugee Day was also celebrated on June 20, a date designated by the United Nations to honor the resilience, knowledge, and determination of refugees around the world. And once again, the members of the Companies with Refugees Forum demonstrated their commitment to this cause: 25 members carried out activities and published posts on World Refugee Day. The live broadcasts and conversations impacted more than 800 people. To inspire other organizations to take action, we highlight the initiatives and posts below:



» **DEVELOPED ACTIONS**

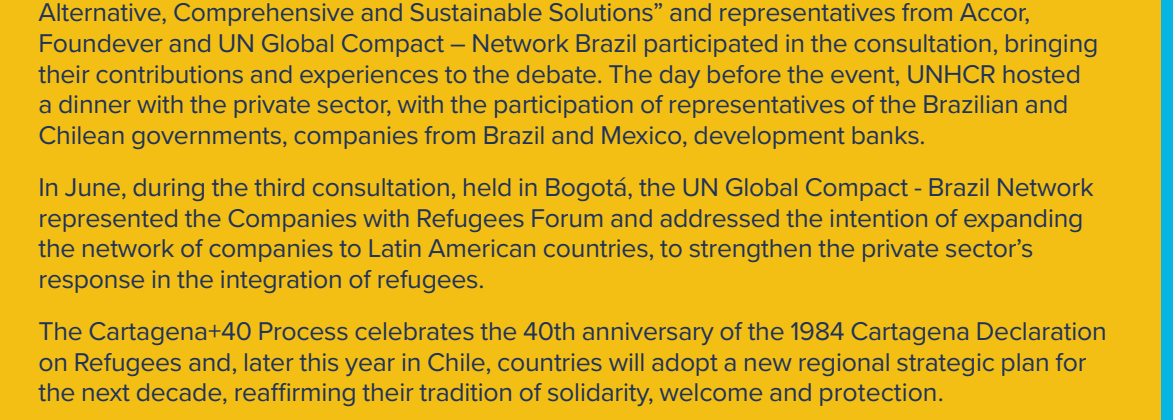
New tool to find CVs of refugees

Vagas, the Forum's mobilizer, launched a new field on June 20th in the CV registration that allows candidates to self-declare as refugees. This information can be selected by Vagas' client companies, allowing these professionals' CVs to be more easily located on the platform. [Find out more here.](#)

» **LIVES AND AWARENESS EVENTS**

Elevadores OTIS held an internal online event, with lectures by UNHCR and Marcelo Taniguti (Peace Mission). The event was attended by 148 employees and featured a lot of exchange, information and reflection on the topic.

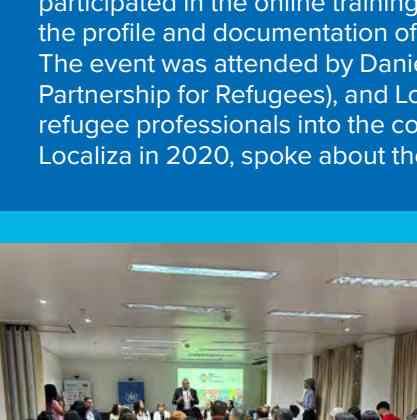
Localiza&CO held a live event called "Migrants and Refugees L&CO". The objective was to present the scenario of forced displacement to the internal public, raise awareness on the topic, and share the experiences of migrant and refugee employees and leaders. The event was attended by over 150 people and with the speech of UNHCR.



Belgo Arames organized a webinar to demonstrate the benefits of hiring refugees and the current context of forced displacement. The event was attended by UNHCR and around 70 employees of the company.

The BRF Diversity team and the **BRF Institute** held a webinar entitled "How diversity enhances results" to encourage reflection on the role of each individual in building a fairer society. With speeches by Bruna Amaral, executive director of Toti, and Marianela Arana, psychopedagogue and former student of the organization, the event was attended by 300 BRF employees.

Atento held the virtual meeting "Atento's Refugee and Immigrant Journey," an initiative by the company's Refugee and Immigrant Allies Group and Corporate Social Responsibility area. During the event, there were exchanges of experiences, reflections on how to build a more inclusive and welcoming work environment, as well as reports from employees from Peru and Venezuela, who discussed the barriers they have overcome, achievements and how they maintain contact with their culture. The meeting was attended by over 160 participants.



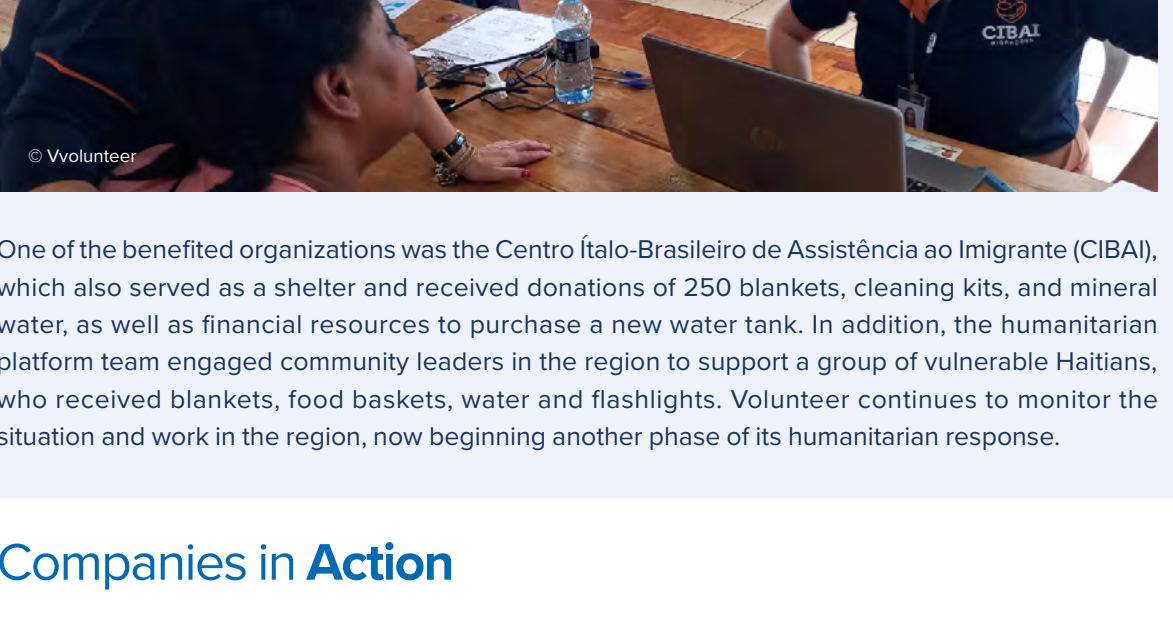
A.C. Camargo Cancer Center promoted a meeting with information about the institution's tools and professional training courses, a conversation circle to share experiences and, at the end of the event, students of the "Portuguese Course for Refugees" received the certificate for the first module of the training, taught by volunteers from the Mulheres do Brasil Group.

▶ **In the media**

Accor, Belgo Arames, Founder and Renner were featured in reports on actions aimed at refugees, emphasizing the inclusion and hiring activities of these companies, in addition to the goals to benefit even more people.



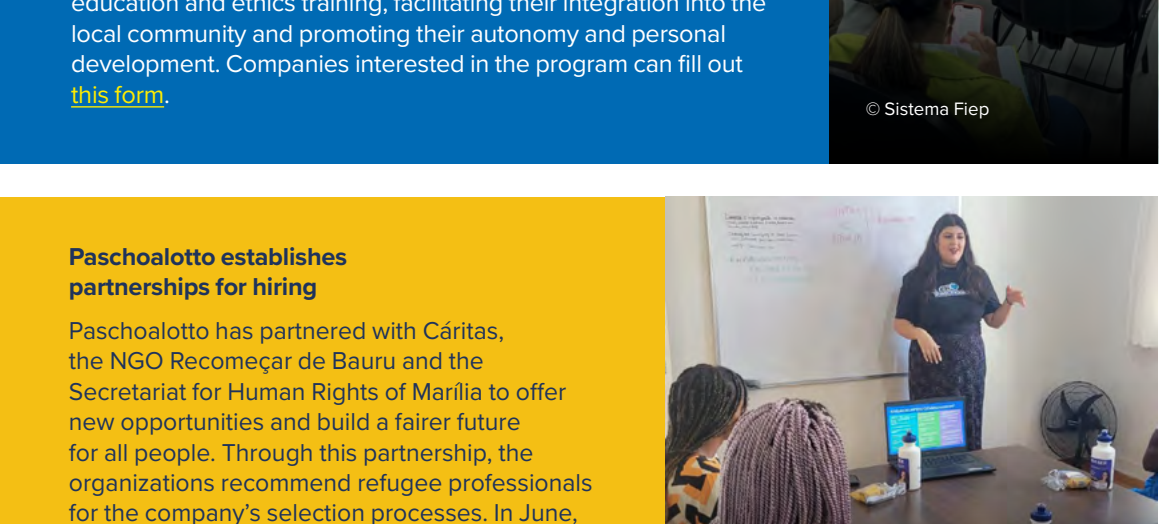
» **RECENT HAPPENINGS**



Participation in the Cartagena+40 Process consultation
 In May, the Second Thematic Consultation of the Cartagena+40 Process was held in Brasília, at the Ministry of Foreign Affairs. The central theme was "Inclusion and Integration through Alternative, Comprehensive and Sustainable Solutions" and representatives from Accor, Founder and UN Global Compact – Network Brazil participated in the consultation, bringing their contributions and experiences to the debate. The day before the event, UNHCR hosted a dinner with the private sector, with the participation of representatives of the Brazilian and Chilean governments, companies from Brazil and Mexico, development banks.

In June, during the third consultation, held in Bogotá, the UN Global Compact – Brazil Network represented the Companies with Refugees Forum and addressed the intention of expanding the network of companies to Latin American countries, to strengthen the private sector's response in the integration of refugees.

The Cartagena+40 Process celebrates the 40th anniversary of the 1984 Cartagena Declaration on Refugees and, later this year in Chile, countries will adopt a new regional strategy plan for the next decade, reaffirming their tradition of solidarity, welcome and protection.



Let's Talk: Editions on combating xenophobia and Missão Paz workflow
 The Companies with Refugees Forum held another edition of Let's Talk? The topic of the online chat, held on **May 7**, was how to combat xenophobia and discrimination in the workplace. Companies such as Amanco Wavin reported how they have worked to include refugees in their teams and how they responded to cases of resistance and prejudice against new members, with cultural presentations and an effective reporting channel. During the event, a document was also presented with suggestions for materials to raise awareness among teams and workers. Around 53 people, representing 30 companies, participated in the conversation circle.

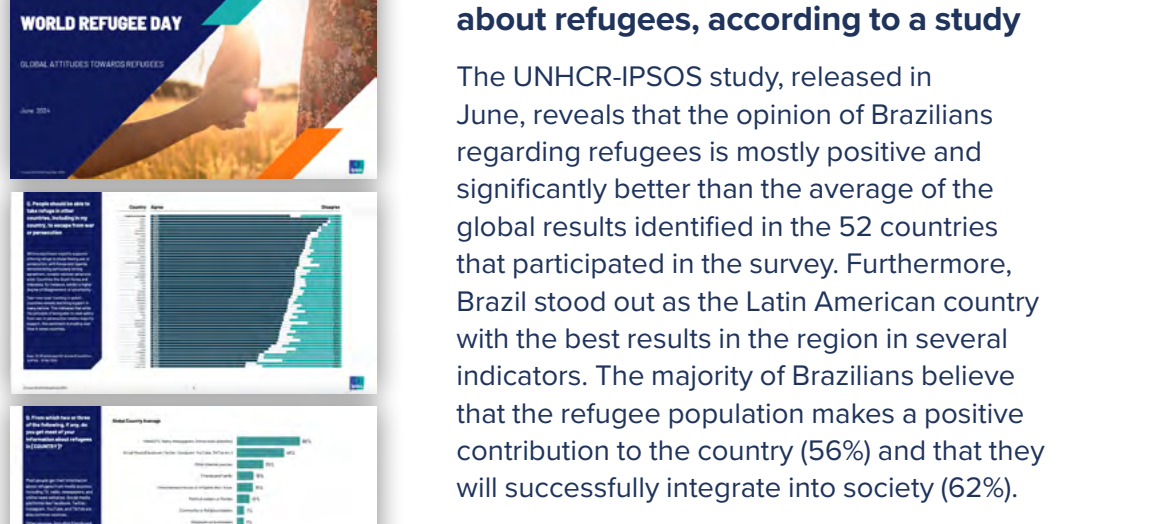
On **May 29th**, the Forum held the first in-person edition of Let's Talk?. The dialogue took place at the Missão Paz, a UNHCR partner organization in the area of employability, in São Paulo. The objective was to explain the activities developed by the institution, the workflow and some successful cases of hiring with companies in São Paulo. The event involved eight companies that are members of the Forum.

Basic Training in Recruitment of Refugees

The Companies with Refugees Forum held another edition of the basic training on hiring refugees on June 5. 70 representatives from companies and organizations participated in the online training, which addressed practical issues regarding hiring, the profile and documentation of refugees, and promoted debate among participants. The event was attended by Danielle Pieroni (Foxtime), Ileana Cruz-Marden (Tent Partnership for Refugees), and Localiza&Co, who presented how they have integrated refugee professionals into the company. Cuban Henry de Moya, who was hired by Localiza in 2020, spoke about the selection process and the team's welcoming.



Meeting with companies in Manaus
 The Companies with Refugees Forum held a meeting with companies in Manaus on May 23rd in a space provided by the Holiday Inn Manaus. More than 90 people attended the event, which aimed to involve the local private sector in hiring refugees, promoting their socioeconomic inclusion. During the meeting, panels were held, which included leaders of civil society organizations and companies such as Holiday Inn Manaus, Accor, Visteon and Founder, as well as UNHCR partners.



Meeting about the future of the Companies with Refugees Forum
 On May 29, the Companies with Refugees Forum, with the support of its strategic partner EY, held a workshop with some of the Forum's companies and organizations with the aim of thinking about strategies to achieve the financial sustainability of the initiative. Based on the meeting held in São Paulo, a work plan will be developed to be implemented over the next two years.

Representatives from BRF, Founder, Grupo Mulheres do Brasil, Emdoc, Vagas, Hospital Albert Einstein and the Companies and LGBT+ Rights Forum participated.

Who is part of the Companies with Refugees Forum

Grupo Euro70, Solar Bebidas S/A, Paschoalotto Serviços Financeiros S/A, Miguel Neto Advogados Associados, East-West Seed (Brasil) Ltda, Yazaki do Brasil Ltda, C&A Brasil and Opme Log Logística de Materiais Hospitalares are the newest members of the Companies with Refugees Forum.

Now we are **115 members!**
 To meet all the members of the initiative, visit:
[EMPRESASCOMREFUGIADOS.COM.BR/QUEM-FAZ-PARTE-FORUM](https://empresascomrefugiados.com.br/quem-faz-parte-forum)

» **COMING SOON**

Advanced Refugees Recruitment Training

The objective of this training, held for the first time in an online format, is to discuss post-hiring topics, such as onboarding, employee retention and inclusion actions in companies.

When: August 1st, from 10am to 2:30 pm (Brasilia time) | **Where:** Online | **Open to companies from the Companies with Refugees Forum. Registration open at [this link](#).** If you have any questions, please contact tarantini@unhcr.org

Let's Talk? How to support refugee entrepreneurs

In this online chat, companies will share experiences of support for refugee entrepreneurs. A guide will also be launched for companies interested in organizing entrepreneurship fairs with this population.

When: August 14th, at 10am (Brasilia time) | **Where:** Online | **Open to companies from the Companies with Refugees Forum. If you have any questions, please contact tarantini@unhcr.org.**

Actions in Rio Grande do Sul

The Forum members are also committed to supporting families affected by the floods in Rio Grande do Sul.

The Casa de Saúde Menino Jesus de Praga, for example, welcomed 26 new patients in May on an emergency basis, doubled the number of services and staff, including refugee professionals.

"Our talent bank and the rapid mobilization of the institution's various areas were fundamental to accommodating new patients and ensuring that they immediately received the excellence of our care," says Arno Duarte, the entity's executive director.

The Human Resources team managed to recruit, urgently and in record time, around 40 professionals, including nurses, technicians, physiotherapists, kitchen and cleaning assistants. Currently, there are four refugee employees from Venezuela who are part of the staff.

VVolunteer has also been working directly to help the victims since the first day of the tragedy. In addition to rescuing hundreds of people and thousands of animals, the humanitarian platform and its supporters raised more than R\$600,000 in donations through an online campaign. With these funds, more than 600 basic food baskets, 1,000 lunch boxes, cleaning kits, water, food, medicines and other supplies were distributed to shelters and partner institutions.

One of the benefited organizations was the Centro Ítalo-Brasileiro de Assistência ao Imigrante (CIBAI), which also served as a shelter and received donations of 250 blank tanks, cleaning kits, and mineral water, as well as financial resources to purchase a new water tank. In addition, the humanitarian platform team engaged community leaders in the region to support a group of vulnerable Haitians, who received blankets, food baskets, water and flashlights. Volunteer continues to monitor the situation and work in the region, now beginning another phase of its humanitarian response.

Companies in Action

"It strengthened our desire and commitment to promote the inclusion of these people"
 Adrián Mizael (Corporate Responsibility) and Lucas Moura (Communications) from Construtora Tenda went to Forquim for the first time in April on a mission to learn more about the work of Operação Acólida and UNHCR's activities there. Here is their testimony about this remarkable moment:

"In two days, we learned about the entire process, from arrival at the border to the interior. We visited shelters, screening and interiorization posts, and an education center. The complexity of the operation, the number of actors involved and the care directed at children caught our attention. Not to mention, of course, the impact of seeing entire families arriving at the border. It was a very enriching experience, which strengthened our desire and commitment to promote the inclusion of these people in the labor market. The mission gives us even more confidence in conducting our hiring and internal relocation processes. In addition, it gives us more strength to inspire other companies to do the same."

Program for the inclusion of refugees in the industry of Paraná

In June, Sesi Paraná launched the Welcoming Industry Program, an initiative aimed at the inclusion and employability of refugees and migrants in the industry of Paraná.

Developed in partnership with CIPAL Curitiba, the program aims to prepare both the industry that will receive the migrant from another country, as well as the refugee and migrant professional. And the results are already beginning to appear: A group of five companies is providing a new beginning for 44 Venezuelans who arrived in the municipality of Ampére through the federal government's Relocation Strategy. Until December, at the Sesi and Senai unit, they are receiving language courses, financial education and ethics training, facilitating their integration into the local community and promoting their autonomy and personal development. Companies interested in the program can fill out [this form](#).

Paschoalotto establishes partnerships for hiring
 Paschoalotto has partnered with Caritas, the NGO Reconectar de Bauru and the Secretariat for Human Rights of Marília to offer new opportunities and build a fairer future for all people. Through this partnership, the organizations recommend refugee professionals for the company's selection processes. In June, Paschoalotto hired two Venezuelans for the position of cleaning assistant, one refugee and one woman from Togo. This action reaffirms Paschoalotto's commitment to human rights and social responsibility, in accordance with the UN Sustainable Development Goals (SDGs).

Legrand receives recognition for his work with Venezuelan women
 In 2023, Legrand Brasil was internationally recognized with the GEEIS Trophy from Gender Equality European & International Standard) for its Support Program for Migrant Women, an initiative of the company in Caxias do Sul, Rio Grande do Sul. In addition to hiring Venezuelan women, the company welcomed them with psychological support, language classes and lectures with practical tips for accessing public services in Brazil. The positive impact of this project was also recognized by the 2023 Highlights of the Year in HR Award from the Serrana Human Resources Association, in Caxias do Sul.

The company began hiring refugees and migrants in 2022, with two new hires. Legrand Brazil currently has a total of 47 migrant and refugee employees on its team, including three young apprentices, the majority of whom are women (32).

Nurap promotes training for young migrants
 In May, 12 young refugees and migrants were trained to participate in apprenticeship programs and access the formal job market in Brazil. The "Nurap sobre Rodas" course, promoted by the Center for Professional Learning and Social Assistance (Nurap), with support from the organization Cerzindo and IOM, was attended by young people between the ages of 16 and 22 and took place in São Paulo.

Would you like to hire skilled refugees?

Empowering Refugee Women benefits refugee and migrant women who received vocational training in São Paulo, Brasília and Boa Vista.

If you are interested in knowing the profiles, please contact us by email: empoderandorefugiadas@pscsociopai.org.br

Publications

Article about the advantages of hiring refugees
 Diário do Comércio published a report on the advantages of hiring refugees, such as business diversity, knowledge contribution, among other benefits.

Report on welcoming LGBTQIA+ refugees
 A special report by GloboNews spoke about Brazilian legislation and how the country has welcomed refugees from countries that criminalize sexual orientation and/or gender identity.

Most Brazilians have positive opinions about refugees, according to a study
 The UNHCR-IPSONS study, released in June, reveals that the opinion of Brazilians regarding refugees is mostly positive and significantly better than the average of the 52 countries that participated in the survey. Furthermore, Brazil stood out as the Latin American country with the best results in the region in several indicators. The majority of Brazilians believe that the refugee population makes a positive contribution to the country (56%) and that they will successfully integrate into society (62%).

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

Learn more about our core values:

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

[CLICK HERE TO ACCESS THE FORM](#)

