





This is the first Newsletter of the Companies with Refugees Forum in 2023, and there are a wide range of initiatives happening! Training, conversation circles and webinars have already been held. We have also welcomed new members, and various upcoming events are already on our radar. Our objective is to ensure that we remain aligned with one another as an organization and work together towards the effective inclusion of refugees within the Brazilian labor market. A step was taken towards achieving this alignment in February, when the new Representative from the

UN Refugee Agency (UNHCR) in Brazil, Davide Torzilli, and the CEO of the UN Global Compact in Brazil,

Carlo Pereira, met with Forum member companies in São Paulo. During the meeting, Davide discussed the main challenges that UNHCR faces in the country and reinforced the key role that the private sector plays within the context of inclusion and promoting autonomy among refugees. Representatives from companies such as Accor, BRF, GM, Renner, Vagas, EY, Foundever, Iguatemi and Emdoc were present at the meeting. The objective of these meetings was to ensure that the urgent and necessary issue of refugee inclusion increasingly becomes a part of companies' diversity policies. Do you know of a company that could make

a difference in the lives of refugees and migrants in Brazil? Get in touch with us today!! Working together towards the inclusion of refugees.

# **2023**

LATEST NEWS

## and inclusion among Afghan refugees in SP The Companies with Refugees Forum recently held two more editions of the "Let's talk?" event. This year's first online event took place on January 27th and focused on the hiring of refugee women and migrants currently living in Boa Vista/RR and willing to voluntarily

Let's Talk: The hiring of refugee women

relocate in order to work in other regions. Approximately 45 people, representing 20 Forum member companies, took part in discussions, which were held as part of part of the Forum's scheduled International Women's Day events. Learn more about the Interiorization Strategy based on Job Placement modality here: <a href="mailto:empresascomrefugiados.com.br/interiorizacao.">empresascomrefugiados.com.br/interiorizacao.</a> An additional edition of the "Let's talk?" event was held on February 10th, during which the theme of the hiring and inclusion of Afghans was discussed with 55 participants

representing 19 different companies. During the event, Missão Paz, UNHCR's partne organization, presented professional profiles that can be found among these groups

in order to encourage hiring. If you are interested in receiving materials related to this conversation and/ or hiring an Afghan refugee, please contact tarantin@unhcr.org. Training on hiring of refugees and migrants

The Forum recently held another round of training on the hiring of refugees, which was aimed at companies and professionals looking to become involved in these efforts. In line with previous training sessions, this event received the participation of Danielle Pieroni (Foxtime), Ileana Cruz-Marden (Tent Partnership for Refugees) and Flávia Muniz (UN Women), who incorporated the issue of gender into the debate. Laurent Delache (Foundever Brazil CEO) and Adriana Wells (Foundever Human Resources Director) presented the company's best practices for the hiring of refugees.

# Foundever, a multinational company, currently employs approximately 750 refugees. More than 40 individuals participated in the training session held on March 23rd.

Webinar: Benefits and obstacles to hiring refugees in Brazil The recruitment company Vagas, a Forum member, and UNHCR recently held a webinar on the benefits of hiring refugees in Brazil. This event was held on March 16th and was broadcast on Vagas.com's YouTube channel. Approximately 40 individuals tuned into the live broadcast. During the webinar, the issue of labor rights and refugee employment profiles were highlighted. The implementation of best practices within

Brazil's private sector was also discussed. Vagas clients are able to learn more about refugee candidates through the recruitment company's resume database by entering the hashtag **#workshopvagaseacnur** into the "key words" field.

## **Forum** members ITB Equipamentos Elétricos; Tembici; Fragomen Brasil Servicos de

**Companies with Refugees** 

## Bank LTDA; MJ Alves e Burle Advocacy Brasil e Toledo Ambiental recently joined the Companies with Refugees Forum.

We are now 76 members! To learn more about the

Imigração Ltda; Casa do Menino Jesus de Praga; Nuu Alimentos; Impact

Forum members, visit:

# EMPRESASCOMREFUGIADOS.COM.BR/QUEM-FAZ-PARTE-FORUM

>> NEXT ACTIVITIES

### The next edition of "Let's Talk?" will address how we can build consistent narrative and make use of appropriate concepts when addressing the theme of refuge. This event will also provide guidance on tools to be used to raise awareness on issues surrounding refugees in Brazil.

at 11:00 a.m.

### When: **Exclusively for members of the Companies with Refugees Forum.** April 19th, Online. If you have any questions or concerns about this edition of Let's Talk,

please get in touch at the email address tarantin@unhcr.org

Let's talk? Concepts and narratives that are relevant to refugee issues

Save the date!

Celebrated on 20 June World Refugee Day is an important date to raise awareness on the inclusion of refugees in the society. This year, the Companies with Refugees Forum is preparing

a special list of scheduled events. Materials will be sent to Forum members to assist them in publicizing their participation in the Forum. Save the date and get ready to take part in World Refugee Day programming!

Webinar on Refugees and Migrants' right to rebuild their lives in the host countries

As part of World Refugee Day, a webinar will also be held by the UN Global Compact Brazil in partnership with UNHCR and the International Organization for Migration (IOM). The event will include debates and a discussion of relevant best practices. Some of the topics addressed will include refugees' rights, current forced displaced movements, and the role

that companies play in integrating refugees. When: Where: Open to all interested companies. June 22nd, Online. If you have any questions or concerns about this webinar, please at 3:00 p.m. get in touch at the email address tarantin@unhcr.org

Companies in **Action** 



Portuguese Classes at Furukawa

Furukawa Electric, a Forum member, recently began offering a Portuguese course to eight refugee and migrant employees. With a total course load of 54 hours, classes are held during working hours and led by volunteer employees that are part of the company's trainee program. The purpose of these classes, which are held at Furukawa's manufacturing facility in Curitiba/ PR, is to help these employees improve their language skills and provide support with regards to day-to-day communication at the company. A new course is scheduled to begin during the second half of 2023.



expanded during 2023

Manaus/AM in 2023.

M SITUAÇÃO DE REFUGIO

**Education** 

Companhias começam a contrátar

refugiados



/ISITA #4 INCOMUM The LGBTI+ Business and Rights Forum, an organization that is part of the Companies with Refugees Forum, recently released a podcast episode that looked at the LGBTI+



CANAL

**EMPREENDER** 

REFUGIADOS | REPÓRTER

**EMPREENDER** 

### Two articles that were published in the newspaper Valor Econômico in March highlighted the experiences of several Forum companies, including Iguatemi, Renner, BRF, Belgo Arames, Localiza and Cobasi, in

hiring refugees. These articles highlighted the manner in which companies began to engage with the issue of including refugees and address the importance of the Forum. These materials are available at:

**Podcast: LGBTI+ Refugees and Migrants** 

refugee population and the role companies play in including them. Vanessa Tarantini, from UNHCR, was interviewed during the podcast.

**LISTEN TO THE PODCAST HERE** 

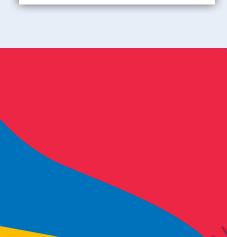
**Articles highlight best practices** 

among Forum members

KILLS THAT EXTEND BEYOND **Episode on refugee entrepreneurs** Canal Empreender ('The Entrepreneur Channel') promoted an episode on entrepreneurship among refugees on March 31st. This episode presented the Refugee

Entrepreneurs platform and introduced four entrepreneurs that are part in the initiative: Adriana (São Paulo), Ghazal and Talal (São Paulo), Johanna and Daniel (Federal District) and Lavi (São Paulo).

**COMPANIES BEGIN FOCUSING** ON THE HIRING OF REFUGEES







Would you like to be part of the









at preserving the rights of refugees within society



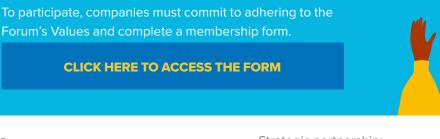
Initiative

Support:

Pacto Global Rede Brasil LOJAS RENNER S.A. **IGUATEMI** 

CONNONDO YOULOM FEATZE PEPSSS

Strategic partnership: IFC International Finance Corpor TENT



F@XTIME



