



14th Edition, October 2024

On October 31, we will be holding the 3rd Annual Meeting of the Companies with Refugees Forum in São Paulo. This is the initiative's main event and is expected to be a time for sharing experiences, learning, and networking.

At this one-day face-to-face meeting, there will be panels with top leaders, testimonials from refugees, an entrepreneurship fair and a presentation of data from the monitoring carried out with Forum's members. The Forum's Advisory Committee will also be launched - the result of the work plan drawn up with EY's consultancy - and there will be a special panel focusing on inclusion actions in Latin America. Registration is open [at this link](#).



At last year's event, 200 people filled the auditorium in São Paulo for the entire program. Forty-five Forum companies and 27 other companies with an interest in the topic took part, as well as partners, civil society organizations and refugee entrepreneurs. [Check out the video of the 2023 meeting](#).

Take the opportunity to participate in this unique event, connect with other companies and organizations and make the inclusion of refugees even more of a priority within your company.

Let's go together #WithTheRefugees!

## » IN THE MEDIA



An article in Estado de S. Paulo discusses the increase in the formal hiring of refugees and migrants and highlights the good inclusion practices of BRF and Construtora Tenda.

[Read here](#)



An article in Veja highlights Foundever's efforts to prepare employees, including refugees, for the entrance exam to universities.

[Read here](#)



## Humanitarian Business Mission to Roraima

A group of companies (Hospital Israelita Albert Einstein, Solar Coca-Cola, and Miguel Neto Advogados Associados) took part in a humanitarian mission to learn about the work carried out by the UNHCR and its partners in Roraima. Between August 19 and 21, representatives of these companies and the sponsors of the Empowering Refugees project (Renner and C&A), and of the National Confederation of Trade in Goods, Services and Tourism had access to shelters and initiatives in the region. They also learned about the work at the Coordination and Interiorization Centre (CCI) and visited the border post in Pacaraima. The group also took part in a business meeting in Boa Vista and met the participants in the Empowering Refugee Women project.

## Let's Talk: How to Support Refugee Entrepreneurs and How to Include Young Refugees

The Companies with Refugees Forum promoted two more editions of "Let's Talk?". The topic of the online conversation held on August 14 was about how to encourage refugee entrepreneurs, whether through hiring them as suppliers or promoting entrepreneurship fairs. The Venezuelan entrepreneur, [Yilmery](#), who is part of the [Refugee Entrepreneurs platform](#), shared her journey and how companies play an important role in supporting entrepreneurs. Members of the Forum, such as B2Mamy and the C&A Institute, talked about their initiatives in this area, as well as Migraflif. During the online event, a [guide with recommendations for companies on how to promote fairs with refugee entrepreneurs](#) was also launched. Around 50 people, representing 27 companies, participated in the discussion.

On September 26, the focus was on the hiring and inclusion of young refugees. Companies like Otis Elevators highlighted their initiatives focused on this population, including the story of the Angolan employee Juliana, who shared her journey at the company. During the conversation, initiatives and partnerships like the UNICEF 1MIO program and the National Pact for the Productive Inclusion of Youth were also presented. This edition had around 70 participants, representing 36 companies.

*Interested in hiring a refugee entrepreneur as a supplier, for an event at your company, or to participate in a fair? [Click on the Refugee Entrepreneurs platform](#) and gain access to over 160 businesses led by refugee entrepreneurs from all regions of Brazil.*

## Advanced Training on Hiring Refugees

The Companies with Refugees Forum held the first online edition of the Advanced Training on Hiring Refugees on August 1. Lasting two and a half hours, the training included lectures on diversity in teams (UN Global Compact - Brazil Network) and on how to include refugee employees in teams, with practical tips (Tent Partnership for Refugees). In the second block, the mobilizing companies A.C. Camargo Cancer Center, BRF, Foundever and Localiza&Co presented their good practices in post-hiring, covering affinity groups, translation of materials, sensitization of leaders and teams, scholarships, and Portuguese courses. There was also time for sharing experiences and group discussions. The training brought together eighty-two people representing thirty-two companies. In their evaluation of the training, 96% of the respondents considered it to be excellent and all said that it added knowledge and provided content that was applicable to the day-to-day running of their organization.



## Meeting with Companies in Boa Vista

The Companies with Refugees Forum held a meeting with businesses in Boa Vista to discuss the employability of refugees on August 21. The event, supported by the Global Compact, UN Women, and Fecomércio Roraima, brought together around 65 people at Senac Roraima. The goal was to promote best practices in hiring and including refugees, and to strengthen the connection between the private sector and civil society organizations working on employability for this population in Boa Vista. Companies such as Hospital Einstein, Solar Coca-Cola, and Renner shared their experiences on refugee inclusion, along with organizations like Hermanitos, PADF, and Operação Acolhida.

## Who is part of the Companies with Refugees Forum

**B2Mamy, Momesso Indústria de Máquinas LTDA, Fiasul Indústria de Fios Ltda, Fundação Hospitalar São Francisco de Assis, ABVTEX - Brazilian Textile Retail Association, Organizações Verdemar, Grupo Brasanitas, Assaí Atacadista, Pack Big Bag Indústria de Embalagens LTDA, Instituto Realiza.vc, Grand Palladium Imbassaí, and Ouro Azul Eventos e Turismo** are the newest members of the Companies with Refugees Forum.

We are now

# 127 members

To get to know all the members of the initiative, visit:

[Who is part of the Forum](#)

## » COMING SOON

### Basic Training in Hiring Refugees

There will be another edition of the Basic Training on Hiring Refugees. This online training is essential to start the journey of hiring refugees (or to improve it) and features several talks, presenting the situation of refugees in Brazil and around the world, how to make the selection process more flexible to include this population in your company, the gender bias in this agenda and reports from hiring companies and their refugee employees.

**When:** October 16, from 10 a.m. to 12:30 p.m. (Brasília time)

**Where:** Online ([registration at this link](#))

Open to companies from the Companies with Refugees Forum.

If you are interested or have any questions, please contact [tarantin@unhcr.org](mailto:tarantin@unhcr.org).



## 3º ENCONTRO ANUAL DO FÓRUM EMPRESAS COM REFUGIADOS

Soluções coletivas para inclusão de pessoas deslocadas à força

**Data:** 31 de outubro

**Horário:** 8h30 às 17h

**Local:** Amcham Business Center

(Rua da Paz, 1431, Chácara Santo Antônio, São Paulo)

## INSCREVA-SE E PARTICIPE

(vagas limitadas)

REALIZAÇÃO



Pacto Global  
Rede Brasil

APOIO

Miguel Neto  
ADVOGADOS

SOLAR<sup>™</sup>  
Coca-Cola

APOIADORES EMPODERANDO REFUGIADAS

instituto C&A

LOJAS RENNER S.A.  
Renner

The 3rd Annual Meeting of the Companies with Refugees Forum is coming up! This is the Forum's main event and will bring together companies and organizations that are members

of the initiative. **Get involved!**

**When:** October 31, from 9 a.m. to 5 p.m

**Where:** São Paulo ([registration at this link](#))

Open to companies from the Companies with Refugees Forum.

If you are interested or have any questions, please contact [tarantin@unhcr.org](mailto:tarantin@unhcr.org).

## Good practices that transform



Charles, a Haitian who has hired in 2022, has been promoted at Belgo. © Nayara Leite/ Belgo Arames

The [Companies with Refugees platform](#) features two new practices from companies that stand out in their inclusion of refugees. This is the case of Belgo Arames, which has adopted various actions, such as having an affinity group to think about actions for refugees and migrants, having a pillar in its diversity policy focused on this population and developing materials and translations to support these employees. The company currently employs twenty-one refugees or migrants in vulnerable situations from Angola, Colombia, Haiti, and Venezuela.

[Read more here](#)



© Solar Coca-Cola

Material was also published about Solar Coca-Cola, which in 2023 hired 27 Venezuelan women in Manaus (AM), twenty-five of whom work as sales promoters - a figure that represents half of Solar's sales promoters in the city. With the support of UNHCR partner organizations, the company has already hired fifty-two refugees and migrants in Manaus and Boa Vista (RR).

[Learn more](#)

## Companies in Action



First class graduated in August. © Accor

## Free hospitality course

Accor Brasil, through a partnership with UNHCR, Sinthoresp School and Missão Paz, is offering free hospitality courses to 70 refugees and migrants in São Paulo this year. Paulo this year - the first class graduated in August, with 13 students. "They can also use the course certificates to seek employment in other service sectors, in Brazil and in other countries. The hospitality sector is expected to be one of the fastest growing in the next decade., offering numerous career development opportunities for talented individuals, including refugees", commented Laís Fernanda de Souza, Accor's Diversity, Equity and Inclusion Manager.

## Participation in global event promoted by UNHCR

Accor was the only Brazilian representative to take part in [Pledging for the Future: Advancing the Pact for the Future through the GCR](#), a virtual side event of The Summit of the Future, organized by UNHCR, on 19 September. The aim was to demonstrate the mutual reinforcement of the Pact for the Future and the Global Compact on Refugees (GCR) and to highlight the main commitments made within the framework of the Global Refugee Forum that contribute to the advancement of the Compact's actions ([recording available here](#)). During the online session, Laís Fernanda de Souza highlighted the company's actions in behalf of the refugee population, including training in the hospitality.

## Mentoring and training program in technology

After a talk on the theme "How Diversity Enhances Results and the Integration of Refugees", which reached over 200 employees at the company, Voke continued its actions in favor of refugees. In partnership with Toti Diversidade, they promoted the connection between their employees through volunteer mentoring and refugee students enrolled in the educational platform.

Voke's volunteers participated in a mentoring program that impacted 105 students from Toti. The program includes training for volunteers, workshops conducted by Toti (on topics such as career guidance and Artificial Intelligence), and mentoring for the selected refugee participants.

Additionally, Toti Diversidade developed an online and free training program in partnership with Instituto BRF and with the support of the City Hall of Videira. The program focused on technical support, training 26 students at risk of social vulnerability, mostly residents of Videira (SC). The initiative indirectly impacted more than 150 families. "Seeing the success of other migrants in Brazil makes our own dreams more real," shared Angel Porras, a Venezuelan student who graduated from the program.

In 11 weeks, the course covered topics such as programming logic, customer service, introduction to Service Desk, computer hardware, operating systems, networks, computers, and more. Toti works with partner companies to open free training courses for refugees and migrants on specific topics to meet market demands, including programming languages, data analysis, Power BI, back-end, front-end, customer service, technical support, and others. Companies interested in these profiles can contact Toti via [contato@totidiversidade.com.br](mailto:contato@totidiversidade.com.br).

**vagas**

### Apoio a Pessoas Refugiadas

Workshop "Como procurar emprego e cadastrar seu currículo no Vagas.com"

Ariane Santana (Não verificado)

## Vagas lecture for refugee organizations and people

On September 26, Vagas, with the support of the UNHCR, held an online lecture to teach refugees and migrants how to upload their CVs to the platform and how to increase their chances of being hired in the Brazilian job market. Thirty-eight refugees and migrants took part in the training. The guides are available on the Help platform in [Portuguese](#), [English](#) and [Spanish](#). In August, the company mobilizing the Forum gave an online talk to civil society organizations working to employ forcibly displaced people. The company presented its new self-declaration criteria tool for refugees, a measure that makes it easier to locate refugee professionals on the platform. 35 people took part, representing 17 organizations..



## Monthly Welcome Meetings

São Francisco de Assis Hospital Foundation created the "São Chico Acolhe" project in Belo Horizonte, aiming to promote fairer and more equal job opportunities for refugees, migrants, and people with disabilities. Since the launch of the initiative in 2023, the institution has already hired more than 30 forcibly displaced people in operational and administrative positions.

In addition to offering job vacancies, the foundation carries out various actions to welcome Lecture on learning employees and leaders, such as monthly meetings with refugee and migrant employees to address their demands, challenges, and opportunities.

## Networking with partner organizations

With the intermediation of the Forum, RD Saúde held an online meeting in September with civil society organizations that work with employing refugees and migrants. During the meeting, the company announced the opening of 2,500 job vacancies in various Brazilian states, with a focus on youth and forcibly displaced people.



## Training action with leaders in Paraná

In August, the Fiep System, through the Welcoming Industry program, held a training session for the leaders of a meatpacking industry. The program, which supports industries with the aim of promoting the inclusion of refugees and migrants in the job market, offered training to 130 leaders at plants in the municipalities of Terra Boa and Paraíso do Norte, in the north of Paraná. The training, organized by the Eivaldo Lodi Institute - IEL, aimed to prepare these leaders to welcome and integrate the Venezuelan people who were hired through Operation Welcome. Industries interested in finding out more about the program can fill in the form at [this link](#).



Venezuelan professionals in Pernambuco.  
© Construtora Tenda

## Expansion of the hiring program to Ceará and Pernambuco

In July, Construtora Tenda expanded its program for refugees and migrants to the Ceara and Pernambuco regions. Currently, 13 people, mainly from Venezuela, are working there. These hires were result of partnerships with the Pastoral do Migrante in Fortaleza and Caritas in Recife. As a result, the program is now present in 86% of the company's regional offices with ongoing construction work, reinforcing its commitment to this agenda. In addition, the Ceara regional office organized a special agenda to present the benefits offered in Spanish. This made the content easier to understand and helped the new employees feel more at ease and integrated into the work environment.



## Lecture on learning Portuguese in Curitiba

Fluency Academy took part in an employability fair promoted by Caritas Brasileira Regional Paraná on July 15 in Curitiba. The company gave a talk to around 150 refugees and migrants and discussed the importance of learning Portuguese, as well as presenting their free of charge teaching platform.



## Focus on the commitment made at the Global Forum on Refugees

In September, Blanver held an online meeting with its refugee employees to present the commitment made by the company within the [framework of the Global Refugee Forum](#) to guarantee professional training for these employees. Based on the identification of available courses and institutions, professionals from Angola, Cuba and Venezuela will be trained. Check out the commitments made by the members of the Forum [at this link](#).



## Digital literacy program in São Paulo

In August, Dow, in partnership with the Adus Institute, trained the first two classes of a total of four in the digital literacy program for refugees. Around 37 students from Angola, Afghanistan, Congo, Bolivia, Haiti, Nigeria, Morocco and Venezuela now have new tools to weave their futures in the Brazilian job market.

The 52-hour training course was held at the Adus Institute and the Immigrant Center in São Paulo and its main objective is to provide tools that facilitate and promote the social, cultural and economic integration of people in situations of social vulnerability in the city of São Paulo, especially black forcibly displaced people, women, single mothers, people with disabilities and the LGBTIQ+ community. The next classes start in September, with a total of 80 refugees to be trained in the program.

# Publications

## Report with inputs for the National Policy on Human Rights and Business

In July, the UNHCR held an online event, in partnership with the UN Global Compact - Brazil Network, Solidarity Center, InPACTO and the ILO, to discuss the inclusion of refugees, migrants and stateless people in the workplace. During the meeting, contributions were collected from these people, civil society organizations and trade union and business representatives on the subject. The aim was to draw up a report to support the drafting of a National Policy on Human Rights and Business.

[Complete material and report here](#)

## Guide to promoting fairs with refugee entrepreneurs

The Forum and the [Refugee Entrepreneurs platform](#) have produced a simple and practical guide with the main guidelines for companies and organizations that want to promote a fair with refugee entrepreneurs.

[Access the guide here](#)

## Do you want to be part of Companies with Refugees Forum?

Get to know our values:



**Equal** opportunities and fair treatment for refugees



**Respecting** and **promoting** the rights of refugees



Promoting actions for the **rights of refugees** in society



**Including** the hiring and **support** of refugees among the company's sustainability and diversity action's



**Raising awareness** of **respect** for refugees among employees and stakeholders

To take part, companies must commit to the Forum's Values and fill in an application form.

[To access the form, click here](#)

Initiative:



Strategic partnership:



Support:

