

HOW TO RECRUIT A REFUGEE?

Company name practices : AGENCE POUR LE DÉVELOPPEMENT DE L'EMPLOI (ADEM)

Activity sector practices : Administration publique

Company category practices : Secteur Public

Description of the action practices

In May 2017, the ADEM invited more than 100 employers to a round table whose objective was to provide information on the steps to take when a company wishes to hire a refugee.

Context practices

In April 2017, more than 450 people receiving international protection were registered with ADEM as job seekers, a figure that is constantly increasing. Employment is a crucial integration factor and therefore represents a major challenge to be met.

Approach practices

Diversity Day panel discussion: "How do you hire a refugee?"

This event was primarily aimed at employers who wanted to find out about the practicalities of hiring a refugee, but was also open to anyone with an interest in the topic.

The type of assistance available to employers was explained by the ADEM employers' service. Individuals also testified, both employers and jobseekers refugees who had found work with the support of ADEM.

Objectives practices

- Describe and explain in a practical way what ADEM has as tools to help facilitate the hiring of refugees.

« To do practices »

- Communicate by organizing a key event to inform as many people as possible.

« Not to do practices »

- Failing to inform key decision-makers when concrete actions are taken.