



THE ADECCO GROUP

Integration via work

The Adecco Group's commitment as part of the European Commission's "Integration Pact"

The Adecco Group, the world's leading provider of workforce solutions, commits to sharing the responsibility to support the integration of refugees, contributing to making Europe a place where a different origin or nationality does not impact or limit opportunities and participation.

In order to remain competitive in the global market, more than ever Europe needs the right skills and competences for its labour market and economy to flourish. Refugees and other third-country nationals, when effectively integrated into the labour market, can help meet the growing needs for skills across various sectors in EU Member States and make the European economy stronger. Their skills, talents and competences should not be wasted.

While public policies and actors already play a key role in facilitating the integration process, employers, including large companies, SMEs and public sector employers, can also greatly contribute to integrating refugees into the labour market and thereby society. Offering opportunities, valuing and further developing skills and competences, and facilitating the creation of an inclusive environment are only some of the areas where employers can act to make integration a reality.

Many employers in Europe are already engaged in supporting refugees' labour market integration. Now is the time to build on this work, create synergies, multiply and scale-up actions.

As The Adecco Group, we commit to the following concrete actions:

- Information sharing and an informed debate is crucial to drive integration of refugees in the labour market. Therefore, we publish a White Paper on World Refugee Day 2017. This White Paper will present best practices regarding social and workplace integration for refugees by private and public sector employers. It aims to create a dialogue and support engagement between stakeholders that are essential for a successful integration process.
- We will continue to engage in and provide support to existing projects and activities which lead to workplace inclusion for refugees as well as for all other individuals who look for employment, continuing the success of projects like our collaboration with Humando in France, our online staffing platform for refugees in Germany, and our integration project in Italy. Areas of involvement could include skills assessment, skills training, job readiness training, job matching and placement, mentoring and any other HR related services. In general, we will aim for practical solutions that can support governments and employers across Europe successfully integrate refugees. Other third-country nationals could also benefit from some of the actions that we will put in place.
- Building on our advocacy efforts driven in the last years, we will continue to work closely with Governments; institutional stakeholders, such as the UNHCR, the EU Commission, the OECD, the ILO, the IOM and the World Employment Confederation, as well platforms such as the GFMD Business Mechanism, and the planned UN Global Compact on Migration to provide our view and share our expertise. We will also work closely with national stakeholders, in the countries we operate in.