

2025

Companies with Refugees Forum



FÓRUM

EMPRESAS
COM
REFUGIADOS

Iniciativa:



The Companies with Refugees Forum is an initiative of the UN Refugee Agency (UNHCR) and the UN Global Compact Network Brazil. It brings together 155 companies and other types of business organizations interested in supporting the inclusion of refugees in the labor market.

Key Results for 2025

- » Launch of **local Hubs in Amazonas, Paraná, and Rio Grande do Sul** – expanding the reach of initiatives, engaging new members, and fostering debate at the local level
- » Implementation of the Forum's **Advisory Committee**
- » Conducted the second **in-depth annual monitoring with Forum members**, a total of 17,000 refugees hired, representing a 41% increase compared to the previous year
- » **107% increase in hires made through the Companies with Refugees platform.** Considering local integration and relocation vacancies, 1.668 positions were received through the platform and 474 refugee hires were reported
- » Held the **4th Annual Forum Meeting**, including the first edition of the **Forum Best Practices Recognition**
- » In 2025, promoted, supported, or participated in **19 meetings, awareness-raising sessions, and training activities, impacting an average of 75 people per action**
- » Conducted the **3rd Corporate Humanitarian Mission to Roraima**, with the participation of six companies
- » **15% increase in the number of Forum members, with 22 new members**, reaching a total of 155 affiliates business organizations

» EVENTS AND TRAINING

In 2025, a total of **19 events, workshops, webinars, training sessions, and meetings** were promoted or supported by the Forum.

The main event was the **4th Annual Forum Meeting**, with the **participation of 210 people** from 46 Forum companies and another 36 companies interested in the topic, in addition to partners, civil society organizations, and refugee entrepreneurs. The event was held in São Paulo on October 02, with the support of Accor, Assaí Atacadista, Construtora Tenda, Emflora, Foundever, Miguel Neto Advogados Associados, and Vagas.com.

The concept of this edition was “Joint actions that transform the lives of people forced to flee.” During the meeting, companies discussed the impact of engaged leadership in the inclusion of refugees, the importance of intersectionality in this process, and shared moving testimonies of rebuilding lives in Brazil, highlighting women’s leadership and marking the 10th anniversary of the Empowering Refugee Women project. The traditional fair featuring refugee-led businesses was also held.

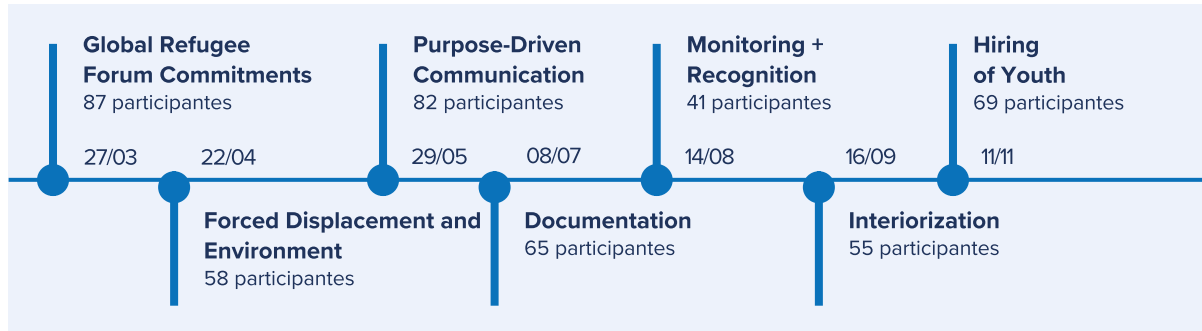
One of the highlights of the event was the inaugural “Actions that Inspire” initiative, which gave visibility to best practices in refugee inclusion by members of the Companies with Refugees Forum in three categories: Engagement and Partnerships, awarded to Sistema FIEP; Leaving No One Behind, awarded to A.C.Camargo Cancer Center; and Life Transformation, awarded to Hospital Albert Einstein.



>> EVENTS AND TRAINING

Let's Talk?

The Companies with Refugees Forum promoted **seven editions** of “Let’s Talk?” sessions, with an average participation of 65 people each.



Training on Hiring Refugees

- On March 13, with 218 participants
- On August 05, with 99 participants
- On December 04, with 170 participants

Implementation of the Forum's Advisory Committee

- Three meetings were held, provided support on strategic Forum topics, and evaluated the Companies with Refugees Forum Best Practices.

3rd Corporate Humanitarian Mission to Roraima

- Held in August 2025, with the participation of six supporting companies: Accor, Assaí Atacadista, Emflora, Foundever, Renner, and Tenda. Participants learned about the activities of Operation Welcome and its reception centers, and also witnessed the response actions at the border in Pacaraima.



>> OTHER INITIATIVES AND SUPPORT

Launch of Local Hubs

June was marked by the launch of the **Amazonas Hub**, the first local operational unit of the Companies with Refugees Forum, created to discuss challenges and best practices, as well as to strengthen efforts to support the labor market inclusion of refugees. The initiative, led by Instituto Hermanitos, enhances private sector engagement in Amazonas and already counts with the voluntary participation of 19 members. The Amazonas Hub held two in-person meetings in 2025.



The second half of 2025 saw the expansion of the Companies with Refugees Forum to the Southern region of Brazil, through the launch of the **Paraná Hub** and the **Rio Grande do Sul Hub**.



The **Paraná Hub** was launched on October 16 in partnership with Sesi, the leading organization of the initiative, and has **21 members**.

In **Rio Grande do Sul**, the Hub was launched on December 02 in partnership with the Fundação Gaúcha de Trabalho e Ação Social (FGTAS), a public foundation linked to the State Secretariat for Labor and Professional Development of Rio Grande do Sul, and has **12 members**.



World Refugee Day

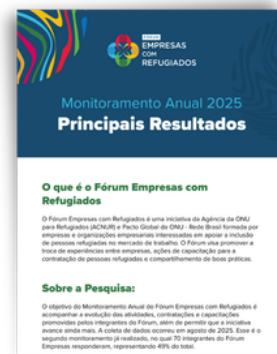
The Forum developed a suggested social media post and participated in awareness-raising events on World Refugee Day. In total, **30 members carried out activities and communicated their engagement on June 20**.



>> RECORDS AND DOCUMENTS

Second Annual Monitoring of the Forum

Forum member companies hired nearly 17,000 refugees and migrants, representing a 41% increase compared to 2024. In addition, they have offered awareness-raising sessions for leaderships and support for this population, such as mentorship and Portuguese language courses. The data and actions developed were collected through the Forum's Annual Monitoring [Results here](#).



3 Forum bulletins released

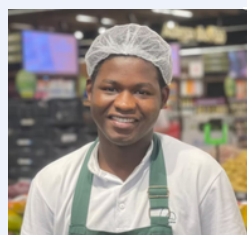
- [April 2025](#)
- [July 2025](#)
- [October 2025](#)

Companies with Refugees Platform

4 new cases included in 2025:



[Construtora Tenda](#)
[exceeds its target for](#)
[hiring refugees](#)



[GPA](#) creates a talent
[pool and employs](#)
[more than 400](#)
[refugees and](#)
[migrants in Brazil](#)



[Kora Saúde](#) hires young
[indigenous refugees](#)
[through an inclusion](#)
[program](#)



[JSL](#) promotes the hiring
[and training of refugees](#)
[and migrants through the](#)
[Connecting Borders](#)
[Program](#)

Website Audience



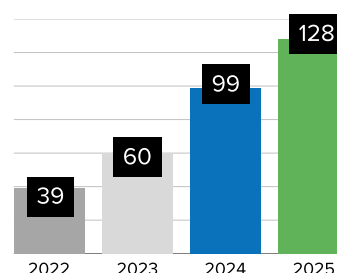
13.946 website visits
(-1% compared to 2024)

8.394 unique users on the website
(-7% compared to 2024)

Job Vacancies (Local Hiring with NGO Support)

In 2025, **846 vacancies** (between January and November) were posted through the Companies with Refugees Platform. A total of **128 hires** were reported in **2025**, through or influenced by the platform. The hires took place in São Paulo, Rio de Janeiro, Santa Catarina, Mato Grosso, Rio Grande do Sul, and Espírito Santo. These results represent a **29% increase in the number of hires compared to 2024**.

Refugees Hired through the Companies with Refugees Platform



Hiring through the Relocation Strategy

In 2025, 822 vacancies were received through the Relocation Strategy form of the Companies with Refugees Platform. In addition, **347 hires made by six companies** were reported.

In total, considering both local integration and relocation vacancies, 1,668 positions were posted through the platform and 474 hires were reported.

>> MEDIA COVERAGE (key results)

Logistics giant opens job vacancies for refugees and migrants in Guarulhos

Guarulhos Todo Dia, 01/11/2025
Cites JSL and the Forum

Tenda reaches its target of 10% of its workforce composed of refugees ahead of schedule

Exame, 01/23/2025
Cites Tenda and the Global Refugee Forum

Companies expand programs for migrants and refugees

Valor Econômico, 03/10/2025
Cites the Forum, Tenda, Belgo, Localiza, and JSL

Cold, work, and a fresh start in Vale do Taquari

A Hora, 05/31/2025
Cites UNHCR, the Forum, and BRF

ABVTEX advocates for the inclusion of refugees in the national fashion retail sector

Portal do ABC, 06/13/2025
Cites ABVTEX, UNHCR, the Forum, and the Global Compact

Forum launches hub in Amazonas to boost employment for refugees

A Crítica, 06/17/2025
Cites the Forum and the launch of the Amazonas Hub

Refugee Day: GPA opens affirmative vacancies and promotes financial inclusion for 400 migrants

Exame, 06/20/2025
Cites GPA

Partnership expands refugees' access to the labor market in Brazil... - See more at <https://noticia>

Uol Notícias, 06/20/2025
Cites Vagas.com

Understand what it means to be a refugee and what their rights are in Brazil

Real Time, 06/20/2025
Cites UNHCR, the Forum, and the Amazonas Hub

Brazil records a historic increase in refugee applications

Correio Braziliense, 07/04/2025
Cites UNHCR and the Global Compact

Assaí Atacadista defines the inclusion of migrants and refugees as a priority practice

Você RH, 07/24/2025
Cites UNHCR, the Global Compact, the Amazonas Hub, and Assaí Atacadista

Program connects migrants to industry in Paraná

DC Mais Paraná, 07/29/2025
Cites UNHCR, the Global Compact, and Sistema FIEP

**Bússola & Cia:
partnership will build a
biochar plant in Goiás
to reduce CO2
emissions**

Exame, 10/08/2025
Cites A.C. Camargo and the
Forum

**Refugee inclusion moves
from a social niche to a
structured ESG policy**

Integridade ESG, 10/10/2025
Cites UNHCR, the Global Compact,
and Forum members

**Sesi Paraná and UNHCR
launch the Companies with
Refugees Forum Hub in
Curitiba**

UNHCR, 10/14/2025
Cites the Paraná Hub, SESI, UNHCR,
and the Forum

**Solar Coca-Cola promotes
socioeconomic inclusion
initiatives for refugees
living in Northern Brazil**

TV Parente, 10/18/2025 Cites
Solar, UNHCR, and the Global
Compact

**Program by FGTAS and the
UN Refugee Agency will
provide employability for
migrants in Rio Grande do
Sul**

Correio do Povo, 12/02/2025 Cites
the RS Hub

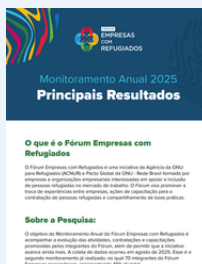
**Hub seeks to expand the
hiring of refugees and
migrants in Rio Grande do
Sul**

Jornal do Comércio, 12/02/2025
Cites the RS Hub

Production of press releases

- [Hub of the Companies with Refugees Forum expected to boost the hiring of forcibly displaced people in Amazonas](#)
- [Corporate best practices in hiring refugees receive recognition from the Companies with Refugees Forum](#)
- [Hub of the Companies with Refugees Forum launched in Paraná to strengthen the employability of refugee professionals](#)
- [Rio Grande do Sul becomes the newest state to host a Companies with Refugees Forum Hub](#)

Key publications of 2025



[Annual Monitoring of the Companies with Refugees Forum](#)



[Guide: Finalist Practices of Actions that Inspire](#)



[Graphic Facilitation of the 4th Annual Meeting of the Companies with Refugees Forum](#)

Mobilizing companies

AC Camargo Center Amanco Wavin Accor Belgó Arames BRF BRK
Ambiental CSO Global Cobasi EMDOC Emflora Foxtime Hospital Israelita
Albert Einstein Iguatemi Localiza Lojas Renner S.A ManpowerGroup
Brasil Foundever Sodexo On-site Solar Bebidas S/A Tenda Vagas.com

Participating Companies

Accenture Brasil AeC Centro de Contatos AkzoNobel Alcoa World Alumina Brasil Ltda Anneri
Arcor Assaí Atacadista Atento Avanade B2Mamy Blanver Bracell Brazil2Export Ltda C&A Brasil
Câmara de Conciliação Arbitragem e Mediação Intercultural (CCAMI) Casa do Crédito S.A.
Casa do Menino Jesus de Praga Citas Companhia Brasileira de Distribuição (GPA) Concentrix
Cucinare Pró Alimentação Ltda CVC Corp Dell Technologies Diversa Jobs Dow Brasil East-West
Seed (Brasil) Ecosan EGA Group Eldorado Brasil Celulose EY Fiasul Indústria de Fios Ltda
Fluency Academy Fragomen Brasil Serviços de Imigração Ltda Fundação Hospitalar São
Francisco de Assis Gabibi Restaurante (Rede Giraffas) GM Grand Palladium Imbassai Resort e
SPA Grupo Brasanitas Grupo Euro17 Grupo Panvel Grupo SBF Grupo Sertec Grupo Risotolândia
Hcor Hidrovias do Brasil Holiday Inn Parque Anhembi Hotel Holiday Inn Manaus I-Sheng Brasil
Impact Bank Impact Hub Florianópolis Intervalor Interdesign Móveis Ltda IPSOS ITB
Equipamentos Elétricos JSL SA Konecta Brasil Kora Saúde Legrand Lightera Latam S.A
Lingopass Tecnologia LTDA Longitude Lojas 1A99 Lojas Riachuelo Mão Colorida Comunicação
Visual LTDA Marriott International Meta Miguel Neto Advogados Associados Mills Minsait MJ
Alves e Burle Advocacy Brasil Momesso Indústria de Máquinas LTDA Movida MRV Navegantes
Psicologia Intercultural Neon Pagamentos Nestlé Nuu Alimentos Opme Log Logística de
Materiais Hospitalares Ouro Azul Eventos e Turismo Organizações Verdemar Otis Elevadores
Pack Big Bag Indústria de Embalagens LTDA Pantys Paschoalotto Serviços Financeiros S/A Puig
Puravida Reponto RD Saúde Schneider Electric Social Bank St Marche SuperFrio Supermercados
Rondon Supermercado Gavião Surreal Hotel Arts Suzano Takeda Teleperformance Tembici
Thabralai Toledo Ambiental TozziniFreire Transnorte Energia - TNE Trench Rossi Watanabe
Troca UnidasVisteon Voke Vvolunteer WeWork Wickbold Yazaki do Brasil Ltda

Participating Organizations

Abemmi ABRH AM ABVTEX - Associação Brasileira do Varejo Têxtil Amcham
Assertem Câmara Espanhola CIEE Espro Facop Fecomércio
Federação das Indústrias no Estado de Mato Grosso Fórum de Empresas e Direitos LGBTI+
Grupo Mulheres do Brasil Iniciativa Empresarial pela Igualdade Instituto Realiza.vc
Instituto Tikva Instituto Techmail - ITM Instituto Trabalho Decente - ITD
Nurap Sintelmark Sistema B Sistema FIEP

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Initiative



Support



Strategic partnerships

