

Inclusive employment

Educational supplement

Pre-screening questions

1. What are the challenges faced by people from a refugee background and other migrants in finding employment in their new country?
2. Why should companies engage in proactive hiring of migrants, including people from a refugee background?
3. What makes a company recruitment processes inclusive? What hinders inclusiveness?

Post-screening questions

1. What are the key takeaways from the video?
2. What personal actions can you take to advance a supportive and inclusive environment in your teamwork?
3. What best inclusive employment practices have you heard of?
4. What else could companies do to make their organizations more inclusive?

Assignment task

You are a group of consultants asked to review the level of inclusive practice at a client organization. You need to assess not only what policies and practices are in place but also design an evaluation tool to check whether these policies and practices are effective.

1. What corporate practices would you like to investigate to assess organizational climate of inclusivity? Consider both the reactive practices (i.e., those focused on the elimination of discrimination) as well as the proactive ones (i.e., those focusing on enhancing the climate of inclusiveness and belonging for everyone).
2. For each identified practice, how would you assess its effectiveness? What should you measure to understand whether the organization is truly inclusive?

Recommended readings

Lee, E. S., Szkudlarek, B., Nguyen, D. C., & Nardon, L. (2020). Unveiling the canvas ceiling: A multidisciplinary literature review of refugee employment and workforce integration. *International Journal of Management Reviews*, 22(2), 193-216.

Szkudlarek, B., Roy, P., & Lee, E. S. (2022). How Multinational Corporations Can Support Refugee Workforce Integration: Empathize Globally, Strategize Locally. *AIB Insights*, 22(3), 1-5.

<https://insights.aib.world/article/32998-how-multinational-corporations-can-support-refugee-workforce-integration-empathize-globally-strategize-locally>