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STEP 6: PROMOTE A CULTURE OF INCLUSION ON CONSTRUCTION SITES



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1. Organize Team-Building Activities

- Arrange on-site activities like toolbox talks or shared breaks to encourage open communication.
- Create opportunities for workers to collaborate and build trust.
- Assign mentors to lead workshops so refugees enhance their skills.
- Have day activities outside of work locations that include exercises on working in teams.
- Create spaces for relaxation and social interaction to build community.





2. Hold Awareness and Education Workshops

- Conduct training sessions on cultural sensitivity and inclusivity for all employees.
- Provide information on refugee backgrounds and the advantages of it in the workplace.
- Share testimonials from refugees who have thrived in the construction industry.
- Equip managers and supervisors with tools to handle cultural differences.

3. Recognize Refugee Contributions

- Acknowledge the efforts and achievements of refugees during meetings or through employee recognition programmes.
- Highlight success stories to demonstrate the value they bring to your team.
- Have a worker of the month initiative.
- Implement recognition programs for teams and individuals promoting inclusivity.





4. Recruitment Strategies

- Have a relationship with the local refugee organizations and NGOs to assist in integration.
- Look for educational institutions that have training programs for refugees.
- Engage with government bodies to promote incentives for inclusive hiring.
- Target recruitment campaigns in refugee communities.
- Simplify the application processes to accommodate levels of language.
- Offer support during the hiring process on language skills.

5. Encourage Social Connections

- Facilitate informal gatherings such as shared lunches, milestone celebrations, or holiday events to foster the team mentality.
- Include cultural elements, such as food or traditions, to make refugees feel welcome.
- Highlight success stories of refugees within the company.
- Use visual materials to showcase diversity in the workplace.

6. Create Accessible Feedback Channels

- Set up a simple system for employees to voice their concerns or suggestions, such as anonymous feedback forms, online surveys, or regular check-ins with supervisors.
- Ensure all feedback systems are easy to access, in different languages, and easy to use.
- Measure your goals for inclusivity and track the progress.
- Address challenges quickly to adjust strategies as needed.

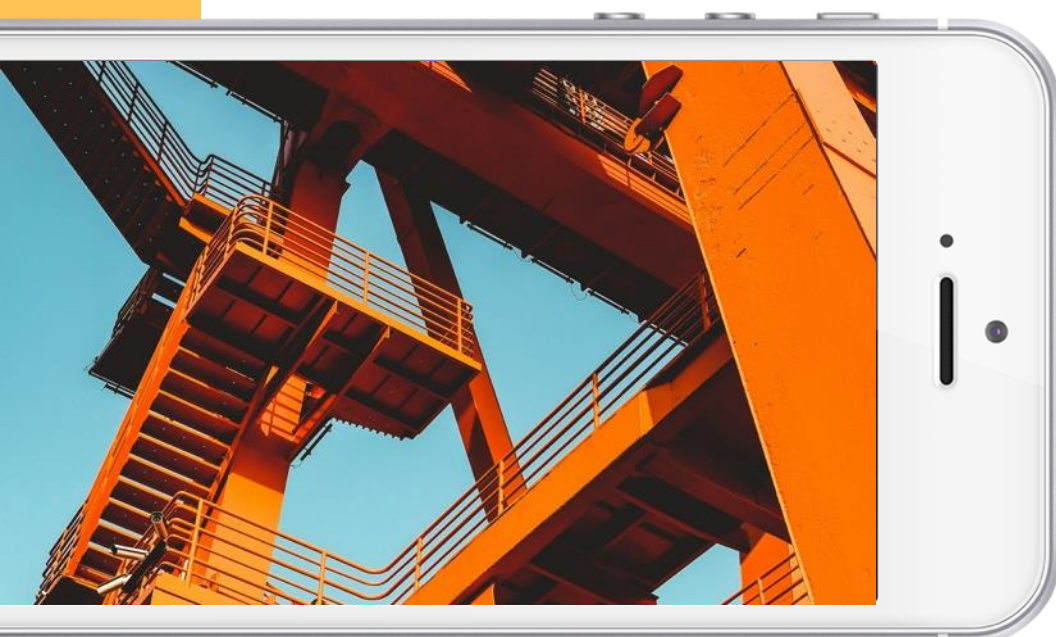


7. Practice Inclusive Leadership

- Train site managers and forepersons to model inclusive behaviours and support diverse teams.
- Emphasise conflict resolution skills and strategies for addressing communication barriers.
- Start mentorship programs that pair refugees with experienced workers.
- Have a support network that guides refugees through adaptation.

8. Do Regular Reviews

- Conduct periodic assessments of your inclusion efforts to identify successes and areas for improvement.
- Use employee surveys or focus groups to gather feedback and refine your approach.
- Foster open communication channels regarding workplace inclusivity.



9. Develop Policies for the team

- Establish detailed anti-discrimination and inclusion policies.
- Have a code of conduct that focuses on respect and inclusion.
- Develop hiring methodologies that promote diversity and refugee employment.



10. Community Outreach

- Involve the local community in projects that include refugee workers.
- Promote awareness of construction projects in the refugee population.
- Host open houses and informational sessions to engage everyone in the community.

You can dream, create,
design and build the
most wonderful place in
the world. But it requires
people to make the
dream a reality.

Walt Disney

