



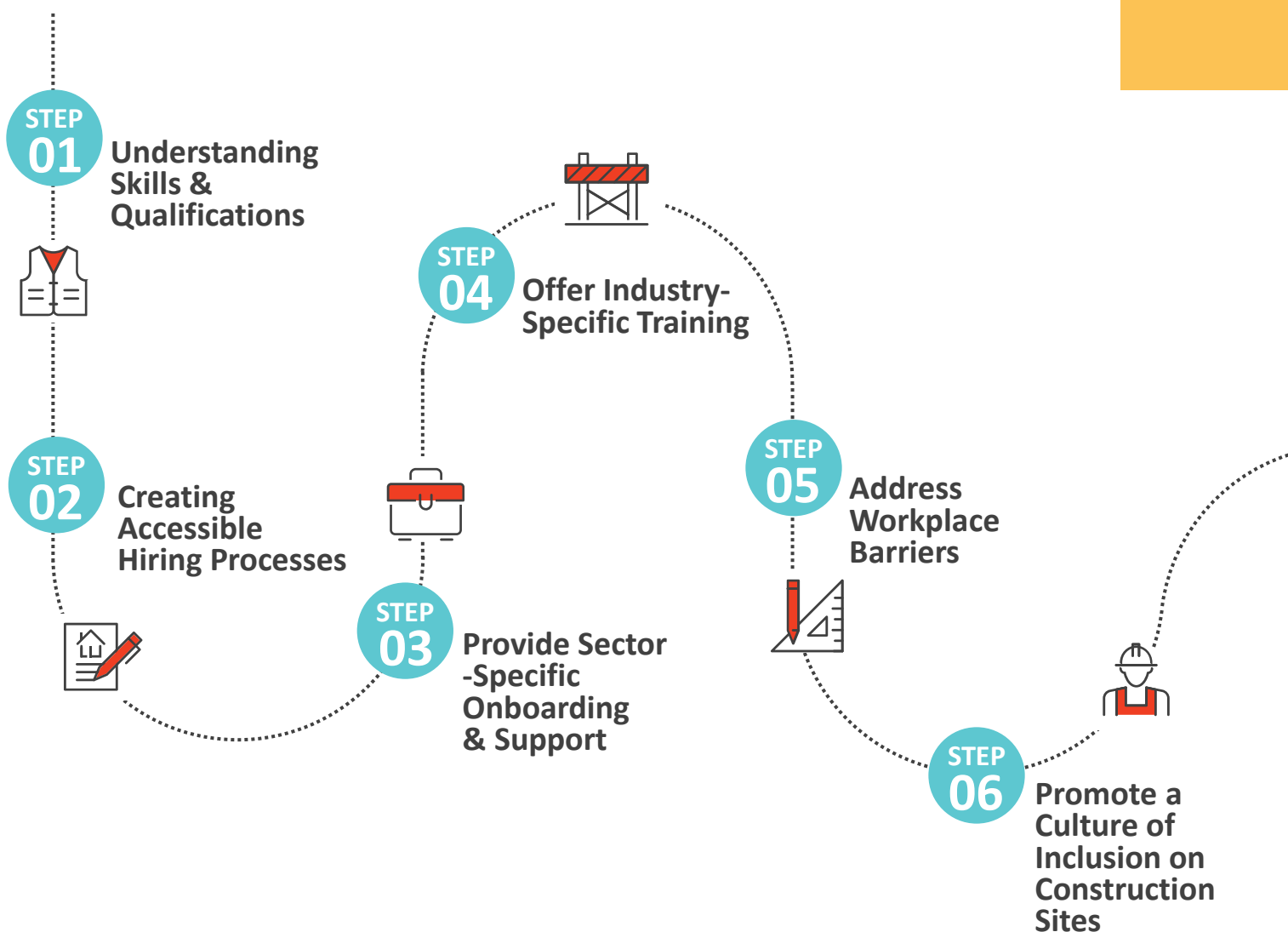
STEP 06:

Promote a Culture of Inclusion

www.welcomeworkproject.eu

WELCOME TO STEP BY STEP

Welcome to the **Welcome Work: Step by Step** strategies. We will show you through inclusive practices how to build a thriving work environment for refugees.





STEP 06 - Promote a Culture of Inclusion on Construction Sites

This step will foster an inclusive environment where all refugee workers feel valued and engaged.

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01

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.

02

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.

03

Recognize Migrant and Refugee Contributions

- Acknowledge the efforts and achievements of migrants and 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.

04

Strategies for Hiring Refugee Workers

- 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.

05

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 migrants and refugees feel welcome.
- Highlight success stories of migrants and refugees within the company.
- Use visual materials to showcase diversity in the workplace.

06

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.

07

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 migrants and refugees with experienced workers.
- Have a support network that guides migrants and refugees through adaptation.



08

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.

09

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 migrants or refugee employment.

10

Community Outreach

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



11

Support Organisations

Workindenmark supports recruitment into sectors like construction. They focus on international job seekers, including migrants and refugees, offering job listings and relocation advice to Denmark.

<https://www.workindenmark.dk/working-in-denmark/sectors-with-high-demand/construction>

Constructys is a major skills operator for construction in France. It supports companies with training and recruitment strategies.

<https://www.constructys.fr>

Ward Personnel is the leading recruitment service provider in the Construction and International Sourcing sectors in Ireland since 2010.

<https://wardpersonnel.com/our-divisions>

Konsorcjum Migracyjne

<https://konsorcjum.org.pl/>

The Consortium is a democratic platform for cooperation, thanks to which the activities of the organizations that make it up are coordinated in order to more fully use the resources available in each organization and share them with other entities. Activities include, among others: counseling and support for migrants (legal, psychological, social, professional); integration and information activities aimed at Poles and migrants; Polish language courses; monitoring the social and political situation regarding migration, developing visionary and strategic program documents.

Guía Para La Contratación de Personas Refugiadas is a practical resource to assist businesses in Spain in recruiting and integrating refugees into the workforce in Spain.

<https://www.tent.org/resources/guia-para-la-contratacion-de-refugiados-en-espana>





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