



TENT

Options for Tracking the Number of Refugees Hired – September 2023



Tracking your refugee hiring efforts is essential to understanding your company's impact

There are several benefits to tracking your refugee hiring data.

- ▲ Understand where your refugee hiring efforts are successful, and the locations and roles that need more support to hire refugees
- ▲ Share updates on the number of refugees you've hired externally, which can help strengthen your brand and reputation
- ▲ Report the number of refugees your company has hired to deepen your company's commitment to Diversity, Equity and Inclusion

Tent partnered with DLA Piper to offer guidance to companies on how to track their refugee hiring efforts in the United States

- ▲ Guidance on how to track the number of refugee applicants and hires during the application process, including sample questions that companies can ask applicants to identify as refugees
- ▲ Guidance on how to track the number of refugees already employed at your company, including sample survey language that could be shared with employees to identify as refugees

Options for Tracking the Number of Refugees Hired

Companies that work with Tent to hire refugees often like to track how many refugees they have been able to hire. This can help companies determine to what degree their efforts to hire refugees are successful, report back on public commitments, and feed into broader diversity and inclusion metrics.

In some countries, companies may be able to identify refugees simply on the basis of collecting this information from identity documents that new hires must submit. In other countries, companies must use a different approach. This resource illustrates some approaches Tent member companies have adopted to estimate how many refugees they are hiring.

! Please note that this resource is not legal guidance. The following are illustrative examples of approaches used by Tent members that may be of interest to you. Because your country's laws may differ from those where these approaches were enacted, please consult with your company's legal team before using any of them. You should also consult with your legal team about how to collect, store, and use employee data in a legally-compliant way.

Collecting refugee employee data directly

Asking employees to self-identify on a voluntary basis

Some companies determine the refugee status of employees by encouraging them to voluntarily self-identify their refugee status on a strictly anonymous and confidential basis. These companies may administer this via an anonymous digital survey or an anonymous drop-box for review by HR. Companies often incorporate a question on refugee status into established mechanisms for collecting certain demographic information about their workforce. Companies may collect this information as a routine step for all new employees joining the company. (They can also administer it to the entire workforce at occasional intervals).

Companies encouraging employees to self-identify as refugees should offer a broad definition that encompasses not just formal legal status – such as “refugee”, “asylum seeker”, “beneficiary of the European Union’s Temporary Protection Directive”, etc. – but also anyone who considers themselves as being forcibly displaced from their home country. Tent would be happy to share illustrative language for asking employees to voluntarily self-identify as refugees.

Using proxies to estimate the number of refugee employees

Other companies prefer to use a proxy for establishing the refugee status of employees. This allows them to develop an approximate estimate without the additional step of collecting information directly from employees. The following are some illustrative examples of how companies use proxies.

▲ TENT.ORG

This resource can be found on Tent's
Member's Hub - www.tent.org/member-login

Pre-Hire: Companies can determine how many job applicants are refugees



Creating a dedicated jobs portal for refugees

Applications submitted via the portal are very likely to be from refugee candidates, so companies use this as a proxy for identifying refugee status.



Using a unique URL for refugee applicants

Companies track which candidates applied for jobs via the URL, which is shared with refugee-focused NGOs that are referring refugee candidates.



Asking applicants to identify their referrer

Companies integrate a drop-down menu into online job application forms that asks "How did you hear about us?" where they can list a refugee-focused NGO as their referrer.



Pfizer's Jobs Portal for Refugee Applicants

Join Pfizer's Refugee Talent Community!

Apply

 United States - New York - New York City
 USA - FL - Tampa
 United States - North Carolina - Sanford
 United States - North Carolina - Rocky Mount
 United States - Pennsylvania - Collegeville

[View All 11 Locations](#) ▾

 Full time
 Posted 30+ Days Ago
 4826870

Join Pfizer's Refugee Talent Community!

At Pfizer we know that great things happen anywhere people come together with one shared goal. And the greatest rewards are sometimes where you least expect them. The future of medicine is happening at Pfizer.

Join world-class leaders in all fields of healthcare, manufacturing, enabling functions and business who are dedicated to bringing therapies that will significantly improve patients' lives. We are globally known for excellence, philanthropy, and diversity.

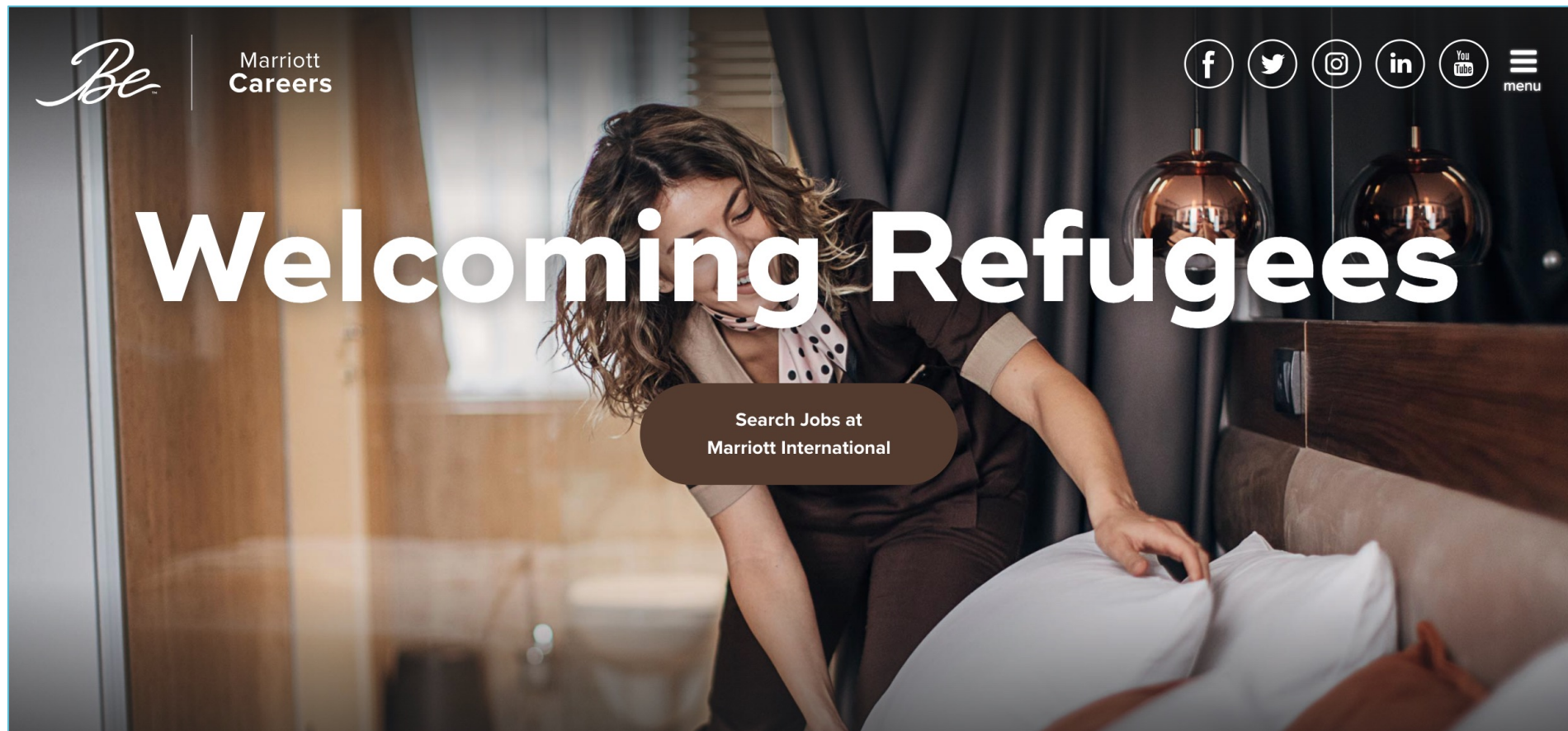
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A career at Pfizer offers opportunity, ownership and impact.

All over the world, Pfizer colleagues work together to positively impact health for everyone, everywhere. Our colleagues have the opportunity to grow and develop a career that offers both individual and company success; be part of an ownership culture that values diversity and where all colleagues are energized and engaged; and the ability to impact the health and lives of millions of people. Pfizer, a global leader in the bio pharmaceutical industry, is continuously seeking top talent who are inspired by our purpose to innovate to bring therapies to patients that significantly improve their lives.

Marriott's Unique URL for Refugee NGOs/Applicants



Gategroup's Referral Code for Refugee NGOs

My InformationMy ExperienceVoluntary DisclosuresReview

My Information

* Indicates a required field

How Did You Hear About Us? *

Search

⌵

× Refugee Center

Have you worked with us before? *

☐ Yes

☐ No

Post-Hire: Companies can ask employees to self-identify as a refugee on a voluntary basis

Some companies determine the refugee status of employees by encouraging them to voluntarily self-identify their refugee status on a strictly anonymous and confidential basis

These companies may administer this via an anonymous digital survey or an anonymous drop-box for review by HR

Companies may collect this information as a routine step for all new employees. (They can also administer it to the entire workforce at occasional intervals)

Visit Tent and DLA Piper's [resource](#) on tracking refugee hiring efforts in the U.S. for sample language on collecting refugee employment data