TENT

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", 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.

01. Creating a dedicated jobs portal for refugees

Some companies create a dedicated portal (online webpage) for refugee applicants to apply for open positions. Companies share this portal with organizations and individuals that can reach refugees – such as nonprofits that support refugees, diaspora organizations, refugee employees, etc. – and encourage refugees to apply for company jobs through it. As applications submitted via the portal are very likely to be from refugee candidates, companies use this as a proxy for identifying the refugee status of those who successfully complete the process and join the company as employees. There are additional benefits to a dedicated portal – for example, it can offer useful resources and guidance tailored to refugees navigating the application process; provide useful functions, such as sending reminders, flagging important updates, and answering commonly asked questions; and provide an interface in a refugee's native language. More broadly, a portal can signal to refugee candidates a company's commitment to refugee hiring.

02. Using a unique URL for refugee applicants

Rather than creating a dedicated portal for refugees, some companies simply create a unique URL for refugee candidates that redirects to their standard careers portal (i.e., one that is open to all candidates – not only refugees). As with the dedicated portal, companies share the unique URL with all relevant organizations and individuals that can reach refugees and encourage refugee candidates to use it in applying for open positions. Companies can then track which candidates applied for jobs via the unique URL and determine which are eventually hired. As with the dedicated portal, this gives companies an estimate with reasonably high confidence.

03. Asking applicants to identify their referrer

Some companies have integrated a drop-down menu into online job application forms that asks "How did you hear about us?" and collects this information as a proxy for refugee status.

Applicants can select from the list of options either:

- Some companies ask applicants to select from a list of specific organizations that worked with them and/or encouraged them to apply for the job. Companies can develop a list of the principal organizations that work primarily or exclusively with refugees, allowing them to track which candidates, and eventually employees, are presumptively refugees.

- Other companies create a specific code or phrase created to refer to its refugee hiring effort. This code – and information about how to select it – is shared with relevant organizations that can reach refugees and encourage refugee candidates to use it, as well as refugees themselves (e.g., at hiring fairs). Applicants then have an opportunity to enter it in online applications. Companies can track which candidates, who are very likely to be refugees, use the code.

About the Tent Partnership for Refugees

With more and more refugees displaced for longer periods of time, businesses have a critical role to play in helping refugees to integrate economically in their new communities. Tent was launched in 2016 by Hamdi Ulukaya, the CEO and founder of Chobani – a multibillion dollar food company in the U.S. – to mobilize global businesses to fill this gap by helping connect refugees to work. Today, Tent is a **network of over 300 major companies** committed to hiring, training, and mentoring refugees. Find out more at **www.tent.org**.