



THE ADECCO GROUP

ADECCO GROUP EXTENDS EFFORTS TO INTEGRATE REFUGEES IN WORKFORCE

On World Refugee Day, Group builds on a decade of experience working with people displaced by conflict and urges companies to join its Ukraine jobs initiative as the number of refugees outside the country approaches 5 million

Zürich, Switzerland, 20 June 2022

- Adecco Group further develops jobs portal for people displaced by conflict in Ukraine, to include world-class training, up-skilling and re-skilling opportunities to close gap between refugees' skills and those in most demand by employers.

More than 1,650 companies from across the world have now signed-up to the free-to-post online job matching platform <https://www.adeccojobsforukraine.com>, developed and launched by the Adecco Group to aid people displaced by the conflict in Ukraine, and have hired more than 2,500 people. More than 5,500 refugees from Ukraine have registered on the platform.

Alain Dehaze, Chief Executive Officer of the Adecco Group said: *"We work hard every day to deliver on our purpose of making the future work for everyone and have been striving to support refugees from many countries - including Afghanistan, Syria and Iraq - and integrate them into the workforce for more than a decade. We are now taking our support to the next level, enabling refugees from Ukraine to bridge skills gaps with practical training, and thereby enhancing their ability to secure jobs. I encourage companies to get involved so together we can make a meaningful impact in the lives of many people. I would also like to extend my deep appreciation to all the companies who have already joined this initiative and opened their doors to refugees."*

To bridge the gap between the current skills the refugees have, and the skills demanded by hiring companies, the Adecco Group has mobilized experts on this training topic, including through the Group's businesses General Assembly, Adecco Training and LHH. In addition, a mix of online face-to-face and self-paced in languages, digital skills, business and soft skills are offered through the Adecco Academy. These include free-to-access, certified packages and courses from Accenture's Skills to Succeed Academy, Microsoft IT-Fitness Online Academy, Alfiya Languages and Skillssoft. To date, 1,400 refugees have completed a training.

Christophe Catoir, President of the Adecco Global Business Unit said: *"EU authorities have simplified the residence status for Ukrainians fleeing the war through the Temporary Protection Directive, allowing them to work immediately on arrival in the EU. This is the right approach - the faster we can help displaced people integrate into the labour market, the more we can help them."*

Bruce Roch, Global Head of Adecco Inclusion, said: *"Refugees are looking for a peaceful future in their new host communities and we can help them in their professional integration, and upskill/reskill them when needed, which will help them make the most of their new lives. In 2021 alone, 15,000 refugees were part of our associate workforce. With current skills shortages and need for resilience in organizations, refugees can contribute their talent and help build great professional opportunities for themselves, as well as contributing to corporate citizenship for all organizations."*



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The Group [continues to support displaced people](#) from previous and ongoing crises - including Iraq, Syria and Afghanistan - to enter the labour market, particularly in the U.K., Germany, France, Italy and Greece.

For further information please contact:

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About the Adecco Group

The Adecco Group is the world's leading talent advisory and solutions company. We believe in making the future work for everyone, and every day enable more than 3.5 million careers. We skill, develop and hire talent in 60 countries, enabling organisations to embrace the future of work. As a Fortune Global 500 company, we lead by example, creating shared value that fuels economies, and builds better societies. Our culture of inclusivity, fairness and teamwork empowers our employees.

The Adecco Group is headquartered in Zurich, Switzerland (ISIN: CH0012138605) and listed on the SIX Swiss Exchange (ADEN).



Editor`s Note

Developing and sharing good practice

The Adecco Group can look back on a long track-record of integrating refugees in the labour market both by developing strategic good practice and by providing individual refugees with the necessary [skills and work opportunities](#) to thrive. For more information on how the company is involved in support for refugees, consult the [Group`s support measures](#) and the [Group`s White Paper](#) on the Labour Market Integration of Refugees.

Sharing legal expertise in integrating refugees into the workforce

In order to help employers engage refugees, the Adecco Group has worked with employment law experts Ius Laboris* to develop practical fact sheets for employers in 40 countries. The information provided on <https://iuslaboris.com/serie/ukraine-in-crisis/> explains how employers can employ refugees quickly, while conforming to the immigration law of the respective countries. [Ius Laboris](#) firms are leading law firms in employment, immigration and pensions law. They help international employers navigate the world of work successfully.

Institutional co-operation and expert advice

The Adecco Group campaigns for more inclusive pathways to employment worldwide. To this end we collaborate with various recognised organisations such as the International Labour Organisation (ILO), the UN Refugee Agency (UNHCR) and the European Network Against Racism`s Equal@Work Platform to continuously strengthen our approach, share best practices, and to amplify our impact for the benefit of the wider society.

The Group is also upholding its cooperation with other key institutions about integrating refugees into the workforce, including the World Employment Confederation and its national affiliates across Europe, the UNHCR and UNI Global Union, a global trade union federation that represents 20 million skilled and service workers in 150 countries around the world.

In the context of the current crisis, and as many governments are looking for new ways to support these new arrivals, the Group stands at the disposal of the local authorities, inviting them to harness our knowledge and expertise to help create pathways to employment. Finding employment is crucial for helping people to develop a sense of economic independence and certainty, and if desired, establish themselves in new communities.