



## Tent Partnership for Refugees – fostering refugee employment

*Author: Tent Partnership for Refugees*

The [Tent Partnership for Refugees](#) (Tent) mobilizes the global business community to improve the lives and livelihoods of the millions of refugees who have been forcibly displaced from their home countries. Founded by Chobani's founder and CEO Hamdi Ulukaya in 2016, Tent is a network of over 220 major companies committed to including refugees by integrating them into their core business operations.

By focusing on the “business case” – i.e. why including refugees is “good for business” – Tent encourages companies to go beyond donations and checking the Corporate Social Responsibility (CSR) box to proactively include refugees and unlock the value of refugee talent. Companies that join the Tent Partnership make business commitments to sustainably include refugees, and they receive guidance and advice from Tent on how to implement refugee-focused initiatives.

Tent supports member companies in a variety of ways:

- It analyzes the company's business operations, hiring needs, and the refugee population in countries where the business operates, to advise the company on an effective strategy for implementing a refugee-focused initiative
- It shares best practices gathered from the experiences of over 220 member companies in its network. Tent showcases these experiences and learnings through webinars, events and workshops, published guidebooks, trainings, and more
- It commissions research that highlights why and how companies should integrate refugees into their core operations, with research reports focusing on specific geographic markets, specific topics like responsible sourcing, and consumer survey reports that support the business case for hiring and supporting refugees
- It provides a communication platform for companies to make forward-looking, public-facing commitments in support of refugees
- It connects companies to NGOs and other local organizations that can help

### PS4R Charter Alignment

This case corresponds to the ‘employment’ theme of the PS4R Charter of Good Practice, reflecting in particular on principle 11 on **access**, 12 on **legal framework**, 13 on **intermediation**, 15 on **socialization**.

Global partners:



Confederation of Danish Industry



European Investment Bank  
The EIB bank



INTERNATIONAL CHAMBER OF COMMERCE  
The world business organization



UNHCR  
The UN Refugee Agency



WORLD BANK GROUP



companies implement their refugee projects

Tent mobilizes businesses to make a variety of commitments to support and integrate refugees, including:

- Encouraging companies to make commitments to hire, train, mentor or otherwise support integration of refugees into a company's workforce
- Mobilizing companies to support refugee entrepreneurs in a variety of ways, from providing entrepreneurship training, to providing financing for small refugee-owned businesses
- Encouraging multinational companies to include refugees in their supply chains by asking their suppliers to responsibly hire refugees
- Working with companies to tailor products and services to reduce barriers for refugees when they first arrive in a host country, for example, by adapting banking products or telecoms services

In addition to these activities, Tent also encourages companies to set up programs that are specifically targeted to especially vulnerable or underserved segments of the refugee population, such as [refugee women](#) or [LGBTQ refugees](#).

Know more: [www.tent.org](http://www.tent.org)

Global partners: