

*The current material was created by the participants of the training course “Rebuilding Lives through Employment” that took place from 19 – 25 of February 2018 in Athens and its main theme was young immigrants/refugees’ unemployment. One can find more information about the project in the following link: <https://rebuildinglivesct.wordpress.com/>*

# Main conclusions on how to combat discrimination in the work environment

## Introduction:

In order to try to solve discrimination in the work environment, we firstly have to understand where discrimination comes from. It’s based on hatred and prejudices, that don’t always have a reason. So how do you solve a problem if you can’t treat the cause?

### ➤ **Cooperation with companies**

- Work with companies and their HR departments and organize seminars for the HRs in order to teach them how to make their foreign employees settle well in their working environment and how to solve any possible problems between colleagues.
- Have a cultural mediator to work with companies and immigrants/refugees– explain the cultural context of work environment in the immigrants/refugees’ country and talk to the immigrants/refugees about the local work environment in order to bridge the differences.

### ➤ **Awareness activities**

- Use Social media to promote messages.
- Workshops: We can hold workshops for the board or HR department of companies and introduce them to our point of view by giving them some ideas on how they can integrate immigrant/refugee employees in the domestic working atmosphere and how they can deal with oppression or discrimination if it exists at their companies.

- Videos: making videos to show people what the current economic situation looks like and why and how much we actually need foreign employees in our countries. Publish videos for the sensitization of the general public.
  - Billboards
  - Talks on TV: Making interviews with foreigners who have different cultural backgrounds, so we can highlight that just because they have different backgrounds, they are still human beings like we all are.
  - Meetings with refugees: Create the opportunity for both: the locals and refugees to get to know each other more and realize that we are more similar than we may seem to be.
  - Share awareness leaflets in the companies.
  - Organize sensitization events to bring together employers, employees and young immigrants, refugees.
- **Education**
- Show the importance of teaching foreign languages by native speakers.
  - Organize school activities with children in order to introduce them to values such as respect, equality, human rights etc. (preparation of the next generations).
  - Also teach the older ones more about their country's economy and how immigrants/refugees contribute to that as well.
  - Organize debates between immigrants and students
  - Organize workshops on how to work effectively in a multicultural working environment.