

Program workshop IKP event COA

17 and 18 april 2024

Workshop: Decent work and inclusive workplaces for asylum seekers

Organisers: Linda Bakker, Floor ten Holder and Fatih Aktas from the University of Applied Sciences Utrecht, Institute for Social Innovation. We conduct research on 'decent work' and how to organize an inclusive labour market. We support organisations in order to become a (more) inclusive employer. One of our specialties involves collaboratively creating pathways to sustainable employment for refugees through practical research together with partners in the field.

In this workshop you will work together to find answers to the question: *how can you contribute to decent work and inclusive workplaces for asylum seekers?* We will start this inquiry by sharing scientific insights on conditions that shape 'decent work' and different perspectives on diversity and inclusion in organisations. Then, Fatih brings in his personal experience as a former asylum seeker searching to participate in the Netherlands. After that, we will interactively delve into the question of which role you see for yourselves in contributing to ensuring decent work and inclusive workplaces for asylum seekers. We will benefit from the diversity among participants of the session in order to gain different insights.

Questions for at home to discuss with your colleagues:

1. Look at this image: reflect on what inclusion means for you, as a professional. And think of ways how to implement this in your work.



2. Use the model below to reflect on decent work in inclusive workplaces for asylum seekers.
 - What type of work content fits? (eg. is jobcarving needed?)
 - What working conditions are needed for asylum seekers? (eg. type contract, work hours, transport)
 - What is important to organize in the work environment? (eg. coaching, language)

- What is important in terms of work relations? (eg. involvement in social activities or decision making)

3. After this think of:

- a. How you as a professional can contribute to decent work and inclusive workplaces for asylum seekers;
- b. And specify this role in relation to 1) employers, 2) asylum seekers, and 3) other involved agencies.

