The World Economic Forum’s *Refugee Employment Alliance*, co-chaired by the UNHCR and the Ingka Group, accelerates multistakeholder support for the economic integration of refugees globally.

The Alliance has three objectives:
1. Distill learning from the rapid labour market integration of Ukrainian refugees
2. Increase employment and employability opportunities for refugees
3. Build capability and resilience for future refugee crises

**The war in Ukraine and the global refugee crisis**

Since 24 February 2022, nearly 8 million refugees from Ukraine have crossed borders into neighbouring countries. The war is widely recognised as the worst conflict in Europe since the Second World War and adds to the estimated 32 million people worldwide who have been displaced across borders because of persecution, conflict, violence, and human rights violations. The war contributes to a decade-long upward trend in global conflicts and reinforces the need to find durable solutions in countries of origin while enabling economic opportunity for those displaced in host countries.

In May 2022, the World Economic Forum launched the Refugee Employment Alliance, leveraging the exemplary humanitarianism invoked in responding to the crisis in Ukraine to build support for solutions to refugee employment that are globally relevant and scalable. Accordingly, in January 2023, the Alliance published, “Enabling the Economic Integration of Refugees: Lessons learned on refugee employment and employability from the rapid response to Ukraine.” The lessons learned point to scalable strategies for refugee employment and inform the Alliance’s areas of action for 2023:

1. Ensure legal and timely access to local labour markets
2. Prioritize skills-first approaches and reduce reliance on language in hiring
3. Create visibility for job openings and proactively support job matching
4. Drive public-private partnerships that combine social and employment support

**Join the Initiative**

The Refugee Employment Alliance is a coalition of business, civil society, and government leaders who coordinate and scale action on refugee employment. The Alliance runs to January 2024 and is open to Chief Human Resources Officer, Ministers, and Civil Society Executives, all of whom can appoint a delegate to support the Alliance’s activities.

Alliance members are invited to contribute in the following ways:

- Share learning and best practice on the four areas of focus described in the lessons learned publication.
- Companies specifically are invited to develop skills pathways and hiring programs for refugees with the support of Alliance Co-Chairs, the Tent Partnership for Refugees and the World Economic Forum’s Reskilling Revolution champions and Unicorn Community which include some of the world’s leading HR, skills and education providers.
- All members leverage the Forum’s online platform and physical meetings to scale the pathways and partnerships most effective in creating the right enabling environment for refugee employment and employability.

**Refugee Employment Alliance Milestones**

1. Growth Summit: 2-3 May, Geneva
2. World Refugee Day Virtual Dialogue, 20 June
3. Sustainable Development Impact Meetings, 18-22 September, New York
4. UNHCR Global Refugee Forum, December, Geneva
5. World Economic Forum Annual Meeting, January 2024, Davos

**Centre for the New Economy and Society**

The Refugee Employment Alliance is hosted by the Centre for the New Economy and Society (CNES). CNES aims to shape prosperous, resilient and equitable economies and societies that create opportunity for all. For more information on the Refugee Employment Alliance, please contact Tarini Fernando at: tarini.fernando@weforum.org