Economic Inclusion Working Group

Meeting Minutes

<table>
<tr><td>Time & Location</td><td>18 January 2023 – Online Meeting</td></tr>
<tr><td>Agenda item</td><td>Discussion summary</td></tr>
<tr><td>Participants</td><td>Adra Polska, Foundation Ukraine, Fundacja New Story, HIAS, HumanDoc, IKEA Poland, IOM, IRC, Jobs4Ukraine, Unions Help Refugees

UNHCR CO Warsaw: Diogo Cabral; Amadeusz Marzec; Agata Goli</td></tr>
<tr><td>Welcome and overview of meeting agenda</td><td>
<table>
<tr><th colspan="2">Activity</th></tr>
<tr><td>Introduction and Overview of Situation</td><td>UNHCR, IOM, IRC, IKEA</td></tr>
<tr><td>Analysis on main challenges</td><td>All participants</td></tr>
<tr><td>Next steps planning</td><td>All Participants</td></tr>
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<tr><td>Meeting agenda</td><td>11:00 -11:10 Introduction/discussion UNHCR + All

11:10 – 11:30 Presentation of activities (15m) + Q&A (5m) IOM

11:30 - 11:50 Presentation Livelihoods strategy for the next 3-12 months (15m) Q&A

Presentation Private Sector Engagement report IRC

11:50 – 12:10 Presentation on IKEA refugees initiative (15m) + Q&A (5m) IKEA

12:10- 12:25 AOB UNHCR + All</td></tr>
<tr><td>Introduction</td><td>❖ The main purpose of the Economic Inclusion Working group meetings is to “connect the dots” between refugees, the government, and civil society to find solutions for the economic inclusion of refugees in Polish society.

❖ Three organizations presented their economic inclusion strategies and plan for 2023- IOM, IRC, and IKEA.

❖ Participants were requested to fill out the 5W form with information.</td></tr>
<tr><td>Overview of the presentations</td><td>• IOM: In its social inclusion and integration centres IOM has been focusing on career and business counselling (eg. CV support), legal support, psychological and language support, and direct support in the native language. IOM is also running training for employers on mobbing and harassment and cooperates with labour offices. In the presentation, IOM also mentioned the Roundtable</td></tr>
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	meetings focused on the vocational activation of refugees from Ukraine and the challenges and support for labour market inclusion of persons with disabilities from Ukraine. • IRC: IRC integration centres in Poznan and Katowice are focused on increasing the employability of job seekers and support entrepreneurs. Job fairs are in plans to be organized in Poznan and Katowice. IRC is also conducting awareness-raising campaigns for job seekers and the host community. In the future IRC is planning, among others, to provide technical and investment support to Ukrainian microbusinesses, continue integration activities including groups that face discrimination and stigma (eg. Roma community) and provide longer-term tailored support for specific professional groups. • IKEA: IKEA is actively engaging in supporting the economic inclusion of refugees in Poland. IKEA realizes its mid and long-term support plan focused on pathways to decent work and decent living conditions for refugees. This year IKEA would like to work on the topic of diversity and focus on diversification and inclusion. Ingka Group, the parent company of IKEA is supporting the most vulnerable groups by offering 50 internships for refugees from different backgrounds. Through this global initiative called "Skills for Employment," IKEA would like to change the narrative, focusing on all refugee individuals, and not only the Ukrainian citizens who came to Poland following the war. Other actions taken towards changing of narrative are the roundtable discussion sessions organized by IKEA that include representatives from other companies and local governments.
Important points	• Aleksander Zmuda Trzebiatowski from New Story Foundation mentioned the new funding opportunities introduced by the European Union recently- 200 000 000 zł are to be donated to social economic organizations. The main objective of the Program is to enable social economy entities, including social enterprises and social employment entities, to build resilience to market changes and provide support instruments to develop their activities. This type of employment is ideal for example for mother with children. There is a new law in Poland, dedicated to social enterprises, which can be extremely helpful for some groups (for example workers in social enterprises can be exempt from some taxes and contributions).
Expectations	• IOM to provide the last year reports. • All partners are requested to fill in the 5W form.
Next meeting	• To be discussed