Working Group Meeting

Meeting Minutes

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Oxfam; Aleksandra Magdziarz; operates in Medyka, is also present in Moldova and Romania.
Oxfam is mainly focused on the hybrid response (mostly partner-led). Oxfam focuses on live saving activities, group cash transfers, WASH. Oxfam will be present in Poland from 2023.
Upwardly Global; Karolina Ciszewska; focused on a specific target workplace inclusion (refugees), would like to increase its operations in Poland.
Warsaw Municipality Labor Office;
UNHCR; Diogo Cabral
PCPM; Aleksandra Wojtaszek; Pcpm cooperates with labor office in Warsaw, trained 400 refugees in basic and pre advanced Polish course, team of prime minister social inclusion strategy.
Adra; engaged in assistance in Poland and in Ukraine, currently realizing two big projects in Poland, building integration centers for foreigners in Warsaw, Katowice, Lublin, Zielona Gora and Bydgoszcz
UN Global Compact; Inga Katsevych; initiated United Buisness for Ukraine which includes five main areas of a long-term aid, among others, supporting refugees on the Polish job market, cooperation with NGOs, increased access to Polish language sessions and the exchange of information and ideas.
IOM; IOM is coordinating integration centers in Warsaw, Rzeszow, Walbrzych, Piaseczno and Krakow, organizing professional courses, vocational and activation training, national survey on a representative group - qualifications and skills vs. labour market needs, a comparative analysis of qualification recognition systems in Poland and Ukraine, an information campaign on taking up legal employment - to be launched in December, an integration website on the subject to be promoted as part of the campaign), 3 meetings of a cross-sectoral round table.

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Experiences and expectations	• Partners agreed to create a "Working Group" meetings, which would initially take place once a month in an online format. The purpose of the group would be to "connect the dots" between refugees, the government and civil society and find the solutions to better economic inclusion of the refugees in the upcoming months, as a response to the Ukrainian crisis. • UNHCR; partners: See what other organizations are doing in this group, what is the other actors seeing, what are the needs, what employers are doing and looking for and what are the best practices, learn from each other, find entry points. • Oxfam: will be present in Poland from 2023, Oxfam would like to learn more about EI, as well as the different actors and their work, the network. Oxfam would like to find out more about the transition from cash to solution building activities, in terms of needs of the Ukrainians. • UNHCR: Find out from Ukrainians how they understand economic inclusion. • Upwardly could prepare a presentation on the inclusion of refugees in the job market and the possible challenges they may face. • UNHCR is organizing two job fairs in December, together with IOM, Tent, UpGlo and Indeed. • Networking and cooperation is key for the Working Group to work, as well as sharing information on activities, offer support to each other and share the needs identified and respond to them. Avoid duplication and recognize and locate the main needs. • Organization of activities should be by region and area of operation, as well as the types of sectors the organizations cooperate in. • Expectations from UNHCR: What are the main paths for action? What are the main needs? • Adra Integration Hubs: Each hub provides comprehensive integration support including **1)** job advisor services, **2)** polish language classes, **3)** psychological help and support (one-on-one meetings with a psychologist), **4)** distribution

	of food and hygiene parcels, and **5)** support of integrational assistant (covers dealing with administrative procedures regarding access to social security net, access to housing, enrollment into the educational system, everyday problems and more), **6)** legal support. From February 2023 we are planning to open **5)** childcare facilities in each hub to boost the employability of beneficiaries with children. Additional support in the HUBs is **6)** covering the costs of certified translations of documents needed on the Polish labor market (diplomas, certificates, etc.) **7)** emergency funding for health-related issues and urgent needs, **8)** cash for rent.
Participation	• UNHCR highlighted that the nature of the response to the Ukrainian crisis is crucial for NGOs, and they need to be aware of the possibility for connecting refugees with opportunities from the government. • UNHCR has also estimated need for stakeholder mapping on who is doing what, and where, the identification of actors, avoidance of duplication and encouragement of complementarity, not competition. • Upwardly Global highlighted their focus on a specific target group on workplace inclusion. It also mentioned that some applicants don't fit their criteria. Upwardly would like to refer to other organizations in that matter. • Upwardly Global asked about the free language support and why in some cases refugees are not aware of the language classes available. Why in some regions language classes are widely popular and in some not at all? Another issue is also lack of childcare facilities that would allow parents to leave the children during class. • PCPM pays for 400 language courses, which will be used by the end of the year. The participants do not have to be registered as unemployed. • PCPM pointed out there is a lack of professional language courses for jobs. The plan is to train individuals on A1/A2 level to return to their professions, such as doctors, architects, or teachers.
Schedules	Janina Owczarek i Magdalena Wojno; meeting agenda: the meeting will take place in Warsaw, the aim of the meeting is to identify the actions, needs and topics.

Frequency	• Working group meetings would take place initially once a month
Format	▪ Online with a simultaneous translation
Next meeting	18th of January 2023

ACTION POINTS SUMMARY		
No.	**Action**	**Responsible**
1.	Find the main points of action and how to proceed; Find out from Ukrainians how they understand economic inclusion.	UNHCR
2.	See what other organizations are doing in this group, what is the other actors seeing, what are the needs, what employers are doing and looking for and what are the best practices, learn from each other, find entry points.	UNHCR; partners