MEETING MINUTES

ECONOMIC INCLUSION WORKING GROUP MEETING

DATE	14.12.2023	TIME	11:00-13:00	PLACE	Online meeting

CHAIRS	
1.	UNHCR (Diogo Salema Da Costa Cabral Senior Livelihood and Economic Inclusion Officer cabrald@unhcr.org)
2.	IRC (Joanna Surwillo, Private Sector and Livelihoods Manager, Joanna.surwillo@rescue.org)
PRESENTERS	
1.	Asli Yonca, Protection Officer at the UNHCR Poland presented *Safety Assessment Results (for the Livelihoods and Economic Inclusion Sector)*
2.	Ola Perczyńska, Women's health and protection manager at CARE International Poland presented report *In the Shadows. Ukrainian Domestic Workers in Poland*
3.	Edyta Rzeczkowska Asst Info Management Officer at the UNHCR Poland presented *The Multi-Sector needs assessment – Economic Living Conditions. Summary of results – November 2023*
4.	Filippo Busconi, Senior Inter-Agency Coordination Officer at the UNHCR Poland presented *RRP – Regional Response Plan updates for 2024*

PARTICIPANTS	
1.	Aleksander Żmuda Trzebiatowski, National Freedom Intitute
2.	Aleksandra Zapolska, Fundacja Zustricz
3.	Anita Całka, Fundacja dla Migrantów Dobry Start
4.	Anna Ostapczuk, Fundacja Ukraiński Dom
5.	Anna Paradowska, IRC
6.	Daria Żebrowska, Polskie Centrum Pomocy Międzynarodowej
7.	Ivanna Herus, Right to Protection

8.	Julia Wojciechowska-Fijałkowska, and Piotr Stopka, Mercy Corps
10.	Katarzyna Banaszak and Maria Sadowska, Fundacja Pomocy Wzajemnej Barka
11.	Krzysztof Jaszczuk, Fundacja Innowacja i Wiedza
12.	Maciej Rams, IOCC
13.	Natalia Gebert, Dom Otwarty
14.	Nuria Alfonso - Spanish Red Cross
15.	Olga Yeroshenko, Microfinance centre
16.	Olha Vorozhko, Alight
17.	Pantelis Dimitriou, Vela Foundation
18.	Paulina Jaworska, Country Director at Tent Partnership for Refugees and Tonia Mambyk, Tent Partnership for Refugees
19.	Paulina Kaczmarska, Shelter Sector (IOM)
20.	Viktoriia Synelnyk, CARE International
21.	Yurii Matnenko fundacja Ukraina

AGENDA
11:00 – 11:05 Introductions by UNHCR and IRC. 11:05 – 11:25 Asli Yonca, Protection Officer at the UNHCR Poland presentation of *the Safety Assessment Results (for the Livelihoods and Economic Inclusion Sector)* + Q&A 11:25 – 11.45 Ola Perczyńska, Women's health and protection manager at CARE International Poland, presentation of the report. *In the Shadows. Ukrainian Domestic Workers in Poland* + Q&A. 11:45 – 12:25. Edyta Rzeczkowska Asst Info Management Officer at the UNHCR Poland presentation of the *Results of Multi Sectoral Needs Assessment in scope of Economic Inclusion;* and Filippo Busconi, Senior Inter-Agency Coordination Officer at the UNHCR Poland presentation of the *RRP Refugee Response Plan 2024 – Updates*, Q&A. 12:25 – 12:35 Working group 2024. 12:35 – 13:00 AOB/Closing.

OVERVIEW OF THE SITUATION

1.**Presentation by Asli Yonca on the Safety Assessment Results (for the Livelihoods and Economic Inclusion Sector)**

I.UNHCR Security Assessment BACKGROUND & METHODOLOGY

Locations include Warsaw, Rzeszow, Krakow, Łódź, and the Podkarpackie Voivodeship. The project timeline spans from November 2022 to March 2023. Consultations, including Key Informant Interviews (KIIs) and Focus Group Discussions (FGDs), involved a diverse array of stakeholders such as GBV service providers, shelter managers, social workers, volunteers, security forces, municipal staff, psychologists, faith-based actors, educators, and experts in areas like anti-trafficking, PSEA, Roma inclusion, and persons with disabilities. Additionally, the assessment engaged with LGBTIQ+ communities, Roma communities, sex workers, persons with disabilities, older women, and adolescent girls. The primary goal of this assessment was to enhance the capacity of sector partners and programs by integrating GBV risk reduction into their mainstream initiatives.

II.Security Assessment findings included linguistic, cultural and economic alienation of refugees in Poland.

III. Recommendations

- • Facilitate and support routine safety audits and assessments within each sector to ensure a secure working environment.
- • Conduct comprehensive training sessions for all frontline staff, focusing on safe disclosures and referrals related to gender-based violence (GBV).
- • Integrate GBV risk mitigation into all sector programs and activities by incorporating the IASC Thematic Area Guide.
- • Advocate for and support women's economic empowerment, with a specific focus on single-headed households, older persons, and those with caregiving responsibilities. This includes considering flexible working conditions, language and childcare support, remote work options, and minimizing reliance on manual labor.
- • Champion the creation of accessible and adapted job opportunities, along with hiring schemes that accommodate the needs of individuals with disabilities.
- • Establish confidential complaints and reporting mechanisms in all programs and community spaces to allow for disclosures of GBV, sexual exploitation and abuse (SEA), and labor exploitation.
- • Conduct awareness and information sessions on employment rights, employer obligations, labor safeguards tailored to different community groups' needs, tax filing, self-employment, and GBV services.
- • Provide verified 'job boards' featuring suitable employment opportunities and links to private sector employers.
- • Integrate negotiation skills sessions into career consultations to enhance the bargaining power of individuals across various professions.
- • Promote language programs with a specific focus on employment, including useful phrases for interviews and service-oriented jobs.

2. Presentation of the report by Ola Perczynska Care International

I.Definition of Domestic Workers:

Domestic Workers are individuals engaged in work within private households, providing direct and indirect care services. They play a crucial role in the care economy, undertaking tasks like house cleaning, cooking, laundry, childcare, elderly care, gardening, security, driving, and pet care. Their employment terms may vary, working full-time or part-time, for a single household or through a service provider. They can be live-in or live-out, and some may be migrant domestic workers.

II.Ukrainian Domestic Workers in Poland:

The number of Ukrainian domestic workers in Poland has grown significantly, and their unique demographic characteristics distinguish them in this labour market. However, this group is not without challenges, as Ukrainian domestic workers are vulnerable to various protection risks. The conflict context adds a layer of complexity to their experience, highlighting the need for targeted support and measures to address their specific circumstances within the Polish domestic work sector.

III.Methodology conducted in the report

The methodology included desk research and 43 in-depth interviews with domestic workers, employers, local and central authorities, NGOs and academics. The study focused on three cities - Warsaw, Krakow and Wroclaw. In addition, a survey of 137 domestic workers was conducted to provide quantitative insights. This comprehensive approach aimed to capture different perspectives and provide a nuanced understanding of the conditions and challenges within the domestic work sector.Results:

IV. Work Conditions:

The study's findings highlight troubling aspects of the working conditions that domestic workers in Poland experience. Many endure long working hours and operate in an unregulated and informal work environment, while also facing a lack of social benefits. When seeking help, half of the workers turn to the police, while 20% rely on family, friends, or social networks. NGOs are approached by 16%, and notably, 15% report having no one to turn to, underscoring a potential support gap. The Domestic Workers Union (Konfederacja Środowiskowa Pracownic i Pracowników Domowych) is a valuable resource for a significant portion of the workforce. In Poland, barriers to protection are multifaceted, including social perceptions of domestic work, an imbalance between private and public spheres, a lack of legal protection, and inadequate knowledge of rights. The study also highlights the existence of intersectional discrimination, emphasizing the complexity and challenges faced by domestic workers in the country.

V.Recommendations:

The study's recommendations highlight the importance of implementing regulatory measures in the domestic work sector to mitigate risks associated with self-regulation. To establish legal solutions, it is crucial for all stakeholders to be actively engaged, accompanied by simplified procedures, robust monitoring mechanisms, and state subsidies. The study emphasizes the need to advocate for solidarity and representation, supporting the Domestic Workers Union as a pivotal entity. Ensuring access to information is crucial and requires coordination among stakeholders. Recommendations also include raising social awareness, addressing the unique challenges faced by migrants and refugees, focusing on the specific work conditions of domestic workers, and promoting gender equality within the sector. These multifaceted suggestions aim to create a more secure and equitable environment for domestic workers in Poland.

In Q&A, Care International Poland highlighted that there is not much interest from the governmental side to regulate the laws regarding domestic workers in Poland. There is an exception for nannies in Poland. So maybe it can be a pathway, but it will not be super smooth.

3. Edyta Rzeczkowska – The Multi-Sector needs assessment – Economic Living Conditions. Summary of results – November 2023

The Multi-Sector Needs Assessment (MSNA) is a regional tool that focuses on understanding the needs of refugees in Poland, assessing access to services, identifying gaps and identifying priorities for the coming year. It plays a crucial role as a primary source of information for the 2024 Refugee Response Plan (RRP), guiding funding and planning requirements for an effective response. The MSNA addresses complex issues such as employment, livelihoods, spending and economic inclusion of refugees. Recognising the sensitivity of financial issues, the summary notes the challenges of obtaining reliable information due to respondents' limited knowledge and potential reluctance to discuss income and expenditure. Despite these challenges, the MSNA aims to provide comprehensive evidence to inform targeted interventions and resource allocation.

4.RRP – Refugee Response Plan 2024 presented Filippo Busconi

The Refugee Response Plan (RRP) for 2024 is expected to be unveiled around Christmas. The focal point of this plan is the launch in Poland during the initial two weeks of February 2024. The primary objective is to establish a robust platform that will foster collaboration between organizations, donors and the government, thereby increasing the effectiveness of humanitarian efforts.

RRP 2024:

- Number of organizations participating in RRP:
- In 2023, 48 national organizations actively engaged in the initiative.
- In 2024, the number was elevated to 80 national organizations.
- In 2023, in the RRP there was 24 international organization.
- In 2024, there will be 14 international organizations.

UNHCR highlighted a need for the lead for national organizations.

- Funding

The emphasis on funding emerges as another crucial element in the RRP. The plan underscores the importance of establishing and nurturing connections with donors, with a particular focus on directing funds based on meticulous reporting. Despite the anticipation of reduced funding compared to the previous year, the plan acknowledges a sustained and significant interest, indicating the resilience of support for the cause.

15.01.2024 – UNHCR would like to receive the reports on activities and funding in the last quarter of 2023. This will give overview of funding situation and will be used for a launch.

- Reporting

In terms of reporting mechanisms, the RRP outlines a shift to quarterly reporting in 2024, with the first set of information to be released in April. As the orchestrator of this initiative, the UNHCR aims to simplify the reporting process and ensure that stakeholders can effectively communicate their progress and challenges.

- Next steps of RRP

The UNHCR is actively preparing a concise two-page document with key information. In parallel, sectoral discussions and reporting activities are already underway and are an integral part of the unfolding narrative.

WAY FORWARD

In 2024, aligned with our localization strategy, the Economic Inclusion Working Group (EIWG) is in search of a national co-chair to join UNHCR. Acknowledging the significance of community engagement, the EIWG is actively seeking expressions of interest from organizations with experience in livelihoods and economic inclusion, eager to contribute as co-chairs and foster a collaborative and inclusive coordination model.

All organizations interested in this opportunity are invited to reach out via email by January 17th.

NEXT MEETING

January 31st 2024

ACTION POINTS SUMMARY

No.	Action	Responsible
1.	Expressions of interest for National Co chair	UNHCR/All