

Labour market integration of third-country nationals in EU Member States

Common Template of EMN Focussed Study 2018

TOP-LINE "FACTSHEET"

National contribution (1 page only)

Please introduce the study and draw out key facts and figures from across all sections of the Focussed Study, with a particular emphasis on elements that will be of relevance to (national, regional or local) policymakers.

The institution which coordinates implementation of migration policy in Poland is Ministry of the Interior and Administration, but the institution which plays the leading role in creating the policy for integration of foreigners in Poland is the Ministry of Family, Labour and Social Policy. By decision of the European Committee of the Council of Ministers of 3 September 2004, accepted later by the Council of Ministers on 7 September 2004, the Minister competent for social security was designated as the authority responsible for actions related to the coordination of the policy for integration of foreigners in Poland.

On 11 January 2005, the European Committee of the Council of Ministers adopted the document "Proposals of actions aimed at creating a comprehensive policy for integration of foreigners in Poland" developed in the Ministry of Social Policy. The document defines four aspects of the integration policy in the area of which specific actions aimed at building this policy in Poland should be taken:

- political aspect that concerns relationship between integration policy and migration, asylum, anti-discrimination, health, employment, education policy etc.;
- legal aspect concerns development of legal regulations to implementation of the integration policy. Some regulations in Poland that constitute an element of integration policy require clarification or extension; there is also a need to create new legal regulations in this area;
- institutional aspect that is related to determination of institutions responsible for the implementation of integration actions against foreigners. This aspect concerns also research on training needs and its implementation, as well as co-operation with non-governmental organisations;
- substantial aspect concerns the knowledge on the integration phenomenon and related processes. The actions undertaken in this area will be combined with the specification of the type of groups to which the integration assistance will be targeted and the types of this assistance, as well as appropriate preparation of staff working with foreigners in the area of integration.

It should be stressed that the subject of foreigners' integration was included in the number of government documents:

- Long-term National Development Strategy. Poland 2030. The third wave of modernity
- Mid-term National Development Strategy. Poland 2020.
- Human Capital Development Strategy 2020
- Social Capital Development Strategy 2020
- Efficient State 2020 Strategy

In accordance with provisions included in the above-mentioned documents, the main challenges for the use of integration policy in achievement of the objectives should be as follows:

- including demographic trends, referring to the assumptions of migration policy and projected increase in immigration to Poland in this context,
- striving for improvement of social cohesion, including foreigners' integration, referring to the rules against social exclusion.

The main document where the issues related to foreigners' integration were initially outlined was "Migration Policy of Poland – current status and postulated actions" of 2012.

In 2016, due to dynamically changing migration situation, Polish government stated that it is necessary to develop new document defining the migration policy of Poland, including integration policy. The advanced work in this area is currently underway. A new document that defines, among others objectives, basic directions of labour migration policy in socio-economic terms, the main target groups relevant for the Polish market are "*Socio-economic priorities of migration policy*".

At this point, it should be noted that Poland being so far an emigration country, in a short time became a place where growing number of foreigners arrives in the recent years for economic purposes. This is facilitated by very good economic situation of Poland. The Polish government is aware that it is necessary, on the one hand, to implement an active demographic policy (the effects may be expected in a long-term perspective) and flexible labour market policy against professionally inactive people to be able to maintain economic development at the current level and increasing demand for employees. On the other hand, further attraction of foreigners who may be an important resource in the present situation on the labour market, allowing for addressing the staff shortages in many companies is necessary. This is due to the fact that national labour resources are insufficient and it can be expected that this situation will not change in the coming years. It is worth mentioning that the system of employing foreigners in Poland is monitored and improved on ongoing basis.

The provisions concerning employment of the foreigners in Poland are regulated by the Act of 20 April 2004 on employment promotion and labour market institutions and Implementing Regulation.

Any foreigner who is not exempted by the law from the requirement to obtain work permit in Poland and who wants to be employed on the territory of the Republic of Poland, must have an

appropriate authorisation. The employer submits application for work permit (A, B, C, D and E type) to the competent Voivode or, in the case of temporary residence and work permit, the foreigner legally residing on the territory of Poland submits the application to the Voivode with territorial jurisdiction for the foreigner's place of residence. The employer submits an application for seasonal work permit (S-type) introduced from 1 January 2018, to the competent Local Governor (Poviat Labour Office).

There is a number of foreigner groups in case of which the work permit in Poland is not required. These groups include, *i.a.* foreigner who: has the status of the family member of EU/EEA/Switzerland citizen, benefits from the international protection in Poland (has the refugee status, benefits from subsidiary protection), is a holder of permanent residence permit in the Republic of Poland, is a holder of the long-term resident's EU residence permit in the Republic of Poland, holds an authorisation to stay for humanitarian reasons, holds a permit for tolerated stay in the Republic of Poland, is a spouse of Polish citizen who holds a temporary residence permit in the Republic of Poland granted on the grounds of being married, holds a temporary residence permit granted for a reason of family reunification.

It is important to note that from 1 May 2014, the employment of the foreigner in Poland on the basis of the temporary residence or work permit is possible. The application for such permit shall be submitted by the foreigner already legally staying in Poland, if performance of work lasts longer than 3 months but up to a maximum of 3 years with a possibility of applying for another permits. In general, the information from Local Governor (Starosta in Polish) on the lack of possibility of meeting the staff needs of a given employer which was previously obtained and submitted to the foreigner by employer, should be attached to the application by the foreigner.

An important group of exceptions also includes the citizens of 6 countries – Ukraine, Russia, Belarus, Georgia, Armenia, Moldova – who benefit from easier access to Polish labour market (to the extent not covered by the provisions on the seasonal work permit). The citizens of the above-mentioned countries may work in Poland without work permit for a period not exceeding 6 months within next consecutive 12 months, on the basis of the so-called "statement-based procedure". To benefit from this solution, the employer shall obtain the entry in register of declarations in the Poviat labour office and the foreigner shall have a document confirming the residence title in the Republic of Poland entitling him to work on the territory of the Republic of Poland.

It should be emphasized that from 1 January 2018, the provisions concerning declarations has changed significantly. Among others, the employer is obliged to inform Poviat labour office on the actual taking a job by the foreigner on the date of commencement of employment.

The main aim of the amendment was the implementation of Directive 2014/36/EU of 26 February 2014 on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers. The solutions preventing abuses related, *i.a.* to visa extortion practice, as well as promoting employers who employ legally and offer decent work conditions which prevent lowering of standards on the labour market, were also adopted. A new institution responsible for

foreigners' access to the labour market, i.e. seasonal work permit (concerns employment in terms of activities considered as seasonal, defined in Ordinance of MFLSP in cooperation with the Ministers for Agriculture and Tourism – in agricultural, horticultural and tourism sectors), was introduced. On this basis, the foreigner may work in Poland for a period of up to 9 months in any calendar year. The amendment also provided for a number of facilitations including the specificity of seasonal work.

The procedure of employment on the basis of declarations (currently: "employing foreigner") was also modified by introduction of the solutions aimed at minimising abuses consisting for example of registration of declarations without actual intention or possibility of employing foreigner (obligation to inform on taking or not taking job by foreigner, possibility of refusing the entry of declaration into register.)

The time limit of 7 working days for entry of declaration on employing the foreigner into register of declarations was also introduced, and in special cases requiring formal investigation the time limit of 30 days was set.

The adjustment of changes in the field of the foreigners' access to Polish labour market was a great challenge for labour offices. In certain situations, the appropriate execution of the new responsibilities related to the issuance of seasonal work permits and entry into register of declarations on employment require knowledge on the related provisions concerning determination of the foreigner's residence basis, the purpose and date of the foreigner's entry. Limitation of the administrative procedure in case of entering declarations on employing the foreigner into register may cause certain difficulties resulting from the fact that the declaration acts as application and decision at the same time. This causes specific consequences in the area of the possibilities of changes or improvements necessary for entering correct data.

Part I: General and labour market integration policies

*This section aims to provide an overview of general and labour market integration policies targeting third-country nationals across Member States, **excluding policies tailored for students/graduates, beneficiaries of international protection and asylum seekers**. The focus is on existing policies that have either been implemented recently (as of 2014) or that have been changed since 2014.*

1.1. OVERVIEW OF INTEGRATION POLICIES IN MEMBER STATES

Q1. Please briefly describe the context in your Member State pertaining to the situation of third-country nationals.

For this question please also include third-country nationals outside the scope of the study i.e. students, asylum seekers and beneficiaries of international protection.

- a) What are the main categories of third-country nationals coming to your Member State? Were there any changes in the composition from 2014 onwards?

In 2017, 235,000 work permits for third-country nationals were issued. This means an increase by 85% compared to the previous year (127,000 work permits in 2016). In 2015, 66,000 work permits were issued and in 2014, 43,600 permits.

The most popular form of employment of the foreigner from 6 countries (Armenia, Belarus, Georgia, Moldova, Russia and Ukraine) was employer's declaration on employing the foreigner. In 2017, 1.8 million declarations were registered. This constitutes 40% increase compared to the previous year (1.3 million declarations in 2016). In 2015, 782,000 declarations were registered and in 2014 387,000 declarations were registered.

Citizens of Ukraine prevail among the foreigners employed in Poland. In 2017, over 1.71 million declarations (94% of all declared declarations) and over 192,500 work permits (82% of all permits issued) concerning Ukrainians were issued. The next place on the list of economic migrants working in 2017 on the basis of work permit in Poland take: citizens of Belarus (10,518, in 2016 4,870), citizens of Nepal (7,075, in 2016 1,211), citizens of India (3,938, in 2016 1,772), citizens of Moldova (3,792, in 2016 2,844), citizens of Bangladesh (2,412, in 2016 712).

Currently, the majority of economic migrants in Poland are short-term migrants who are employed mainly in positions requiring low qualifications or in manual work requiring special qualifications (e.g. driver). However, due to shrinking working-age population, low level of unemployment, stable economic growth and emigration of Poles the demand for migrants' employees (and highly qualified professionals) is likely to grow.

It should be noted that currently, as a result of growing demand for workers (also in a long-term perspective), the government is working on new migration policy.

The region of Pomorskie Voivodeship may serve as an example of situation of third-country citizens who apply for work in Poland. The citizens of Ukraine as well as citizens of the Republic of Armenia, Republic of Belarus, Republic of Georgia, Republic of Moldova, Russian Federation (6 countries in total) make use of the simplified procedure of access to the labour market in Poland. By 2017, they could use the procedure of registration in Poviats labour office through declaration concerning the

intention to employ the foreigner issued by the employer. From 1 January 2018, they use the revised declaration procedure – declaration on employing the foreigner and facilitations related to the issuance of seasonal work permit. In 2014, the number of declarations registered in the Pomorskie Voivodeship labour offices reached 5.8 thousand, while in 2017, the number of declarations was over 22 times greater (132.0 thousand). This is a proof of growing employers' interest in employing third-country foreigners. Over 90% of declarations concerned the intention to employ citizens from Ukraine.

- b) In which sectors are third-country nationals predominantly occupied (e.g. agriculture, services, manufacturing, construction, personal care, seasonal jobs)? Are there differences in the employment rates of foreign and national citizens? Are there any differences in the employment rates by sex?

The areas of employment of migrants in Poland have been changing over the last few years. Several years ago, the migrating employees worked mainly in agriculture (especially short-term migrants). However, currently, the demand for foreign workforce grows also in construction, industrial processing, transport, trade and gastronomy sectors.

A trend that is increasingly visible is the growing demand for IT professionals. Currently, it is estimated that the employees' deficit for this industry is about 50,000 and it will continue to grow. That is why in recent times companies are increasingly employing foreigners in this sector.

It is also worth noting that share of the temporary employment agencies in the total number of employers employing foreigners is significant and grows year by year.

For example, in Pomorskie Voivodeship, the third-country citizens (6 countries the citizens of which come to work on the basis of the so-called declaration procedure) are employed most frequently on activities related to administration services and support activities (according to PKD, N section), construction (F section), industrial processing (C section).

- c) What are the main integration challenges your Member State focuses on? Describe briefly.

In the present situation on the labour market, the foreigners are an important resource allowing for addressing the staff shortages in many companies. The key challenge concerning integration is reduction of illegal work. Often, this problem stems from excessive duration of administrative proceedings related to legalisation of the foreigners' stay and obtaining the work permit (which last even 12 months).

In practice, the situation of foreigners integration vary from one Voivodeship to another. For example, Podlaskie Voivodeship indicated the following challenges in this regard:

- 1) active migration policy – creation and change of legal provisions fostering settling of foreigners in Poland, especially educated and young people of Polish origins, preventing the ageing of the society, increase in fertility rate, increase in supply of employees;
- 2) preventing emigration of Polish citizens and further migration of the foreigners (deficit in working age people, especially professionals) through increase in wages and improvement of working conditions in Poland, availability of apartments etc. – forecasts of future phenomena;
- 3) facilitating adaptation to new living conditions for immigrants coming to Poland – creation of integration paths;
- 4) ensuring national security by detailed monitoring of migration processes to fight against illegal migration, trafficking in human beings, labour market abuses – development of IT systems and improvement of collaboration between authorities and services;
- 5) conducting effective and reliable information campaign for the society on the importance of immigration for Poland, explaining the difference between “immigrant” and “refugee”;
- 6) development of the instruments for strengthening social cohesion, fighting against racism, xenophobia, equal treatment of migrants with respect for human rights, removing cultural and language barriers;
- 7) maintaining “sustainable social and economic development” of the country.

Q2. Is the term “integration” defined in national legislation or strategic documents of your Member State? If so, please describe the definition and its context, also specify whether these definitions explicitly relate to employment.

Please specify how this definition relates to the Common Basic Principles for immigrant integration policy in the EU adopted by the Council in 2004 (http://www.eesc.europa.eu/resources/docs/common-basic-principles_en.pdf).

The provisions concerning employment of the foreigners in Poland are regulated by the Act of 20 April 2004 on employment promotion and labour market institutions (Journal of Laws of 2017, item 1065, as amended) and Implementing Regulations and Act on foreigners (Journal of Laws of 2017 item 2206 and 2282 and of 2018, item 107 and 138).

Services and instruments of the labour market defined in the Act on employment promotion to the use of which foreigners intending to work on the territory of Poland are also entitled, are elements of foreigners integration system in relation to labour market.

Polish legislation related to integration of refugees describes integration as reaching life autonomy reflected in presence and participation in key social life spheres such as: labour market, consumption, civil society and other. On the other hand, the integration is aimed at adjusting institutions to work with migrants and helping local communities in adapting to the situation when migrants enter their space.

The definition refers explicitly to the employment.

Q3. Does your Member State have a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study? ~~YES~~/NO.

If Yes please briefly describe, by providing the title, time frame, institutional framework for implementation and oversight (around 200 words) Please focus on general integration measures, as labour market integration will be addressed in the subsequent sections.

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If NO, do you have a mainstream integration approach? Please very briefly describe (around 200 words)

At present, Poland does not have any mainstream approach that would identify the model of third-country foreigners integration through labour market. These people have the possibility of using support services and instruments in accordance with the general principles provided for all unemployed.

However, given the fact that Poland was a place where a large number of economic migrants arrived in the last years, we can note a trend that people who work, even if only for a few months, operate in Polish society better than those who do not work. To this end, the labour market situation related to the foreigners is continually monitored (e.g. MFLSP).

Despite the lack of "integration approach", it is necessary to point out that a number of measures is undertaken at local and regional level. For example, in Pomorskie Voivodeship, at the local level:

- Gdańsk authorities together with non-governmental organisations, public institutions, private entities and immigrants environment decided to develop and implement Immigrants Integration Model in the area of education, health, housing, social assistance, employment, culture, local communities as well as violence and discrimination;
- On 26 September 2017, Gdańsk Labour Office and Lviv Employment Centre concluded a partnership agreement concerning close cooperation in the area of employment promotion and professional activation of the citizens of Ukraine;
- June 30, 2017 12 cities (including Gdańsk) being members of the Union of Polish Declarations Metropolises signed contracts on the cooperation between cities of the Union of Polish Metropolises in the area of migration.

Whereas, the following actions can be distinguished at the regional level:

- on 30 June 2017, the local government partnership declaration for immigrants integration "Friendly and safe Pomorze" was signed by Mayor of Gdańsk, Pomorskie Voivodeship Marshall, Mayor of Sopot, Chairman of the Pomorskie Voivodeship Council (Sejmik), Kartuzy Staroste, Deputy Mayor of Kartuzy, President of the Bytów Poviati Council, Deputy Mayor of Rumia;

- the self-government of Pomorskie Voivodeship commissioned implementation of the project "Improving competences of self-government units from Pomorskie Voivodeship for immigrants integration" to non-governmental organisation;
- implementation of the research project "Citizens of Ukraine in the Pomorskie labour market" by Voivodeship Labour Office in Gdańsk in 2017;
- establishment of Gdańsk Promotion Office of Pomorze Employer in Lviv aimed at helping in recruitment of Ukrainian employees for Pomorskie companies and building business, scientific and touristic contacts with Lviv and Lviv region (inauguration of measure: 27 March 2018).

If your Member State has a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study:

Q4. What are the main fields/measures which are being actively implemented as part of the specific policy/ strategic document/model for the integration (e.g. knowledge of language, civic orientation, values, constitution, culture, history, recognition of qualifications, housing, education, support of joint activities between nationals and third-country nationals etc.)? Please briefly list (around 200 words)

Please focus on general integration measures, as labour market integration will be addressed in the subsequent sections.

N/a

1.2. LABOUR MARKET INTEGRATION POLICIES IN MEMBER STATES

Q5. Does your Member State have a specific policy/strategic document/model for labour market integration of third-country nationals within the scope of this study? TAK/NO

At present, Poland does not have any mainstream approach or document or model of third-country foreigners integration through labour market. The foreigners are supported in employment in Poland based on the provisions of the Act on employment promotion and labour market institutions, Act on foreigners, urban migration policies (Lublin, Gdańsk, Wrocław) and regional action plans for employment.

A new document that defines, among others objectives, basic directions of labour migration policy in socio-economic terms, the main target groups relevant for the Polish market are "*Socio-economic priorities of migration policy*". The revision of this document is still ongoing.

If Yes: Please describe:

a) is it part of a general integration policy/strategy?

N/a

b) When was this strategy / policy document developed? Please briefly describe the rationale behind the strategy (considerable increase of incoming third-country nationals, labour market needs, social cohesion, fight against poverty, fight against discrimination etc.).

N/a

c) What is/are the target group(s) of the labour market integration strategy (e.g. all third-country nationals, family members, workers, or is there a specific focus, such as on recently arrived)?

N/a

d) Does your Member State provide labour market integration measures to all third-country nationals or only to those with a prospect of permanent residency? Please elaborate.

N/a

e) What are the main objectives of the labour market integration strategy?

N/a

If NO: does your MS have a mainstream approach with regard to labour market integration?

If so, please describe the mainstream approach focussing only on those measures for third-country nationals within the scope of this study.

The third country nationals benefiting from labour office assistance receive support provided in the Act on employment promotion and labour market institutions for all unemployed and job seekers, i.e. job matching, information and vocational counselling, training, grants for starting business, internships etc.

Q6. Have the increased migration flows since 2015 had any influence on the current regulation and/or policy of integration of third-country nationals in the labour market (e.g. has there been an increase of cooperation between different stakeholders and services as a consequence of increased migration flows or some measures/activities/finances were stopped due to new identified priorities)? If so, please briefly describe the changes.

Please do not focus on measures for beneficiaries of international protection, but only on changes in integration measures for other third-country nationals as a result of the migration flows since 2015.

Given the increased foreigners' interest in coming to Poland for economic purposes as well as correlated demand of employers for employees, the provisions concerning the rules of employment of foreigners have been amended since 1 January 2018. They were introduced under the amendment of the Act on employment promotion and labour market institutions which provides for series of amendments concerning legalisation of foreigners' stay and work in Poland. The amendment of provisions introduced, i.a. a new type of work permit for the foreigners – seasonal work permit. Obtaining of such permit is required if foreigner works in the following sectors: agriculture, forestry, hunting and fishing, accommodation and food service activities.

This amendment has also introduced facilitations for the citizens of Armenia, Belarus, Georgia, Moldova, Russia and Ukraine (six countries using declaration system so far):

- exemption from the so-called labour market test – when submitting the application for seasonal work permit for the citizens of the above-mentioned countries, the entity does not have to provide information from a Staroste on the absence of opportunities to meet

the employer's staff needs based on registers of the unemployed and job seekers or on a negative result of a recruitment process organized by the employer;

- On application of the entity employing the foreigner, the Staroste may enter the application for seasonal work permit (for the periods not longer than 9 months in the course of the calendar year) during up to 3 consecutive calendar years, if within the period of 5 years preceding the date of the submission of application the entity employed the foreigner at least once based on seasonal work permit;
- possibility of entrusting other than seasonal work for the period of 30 days during the period of validity of seasonal work permit (except for temporary employees), without a need for applying for separate work permit. To use this possibility, the entity employing the foreigner is obliged to provide the foreigner with wage at least at the same level.

Q7. Have there been any debates in media/academia/NGOs on integration generally and integration in the labour market specifically, recently? Refer to the target group within the scope of this study. Please shortly describe the topics discussed.

Recently, in Poland, the increased interest in the subject of foreigners integration is observed, especially at regional level involving different environments dealing with this issue, i.e. local authorities, NGOs, universities and research centres. There are many conferences, debates as well as information campaigns.

Examples include the following events that took place in Pomorskie Voivodeship (urban integration policies):

1. "Integrating cities. Integration=Safety" – conference organized to celebrate the anniversary of adoption and implementation of Immigrants Integration Model in Gdańsk, implementing entities: City Hall in Gdańsk, European Solidarity Centre, Immigrants Support Centre; partners: IOM, UNHCR, Union of Polish Metropolises, Metropolitan Area of Gdańsk-Gdynia-Sopot, Marshal Office of Pomorskie Voivodeship, Historical Museum of the City of Gdańsk (Gdańsk, 29–30.06.2017);
2. "Migration phenomenon on labour market" – discussion module under Eight Meeting of Pomorskie Voivodeship Labour Market Council (Jastrzębia Góra 8–9.09.2017);
3. "Challenges for local self-government in the era of economic immigration" – the conference is being prepared currently. The aim of the conference is to support the local self-government units and Public Employment Service in the field of services rendered to immigrants coming to Pomorze for economic purposes; the conference is organized by the self-government of Pomorskie Voivodeship, Voivodeship Labour Office in Gdańsk in cooperation with the City of Gdynia and Emigration Museum in Gdynia (Gdynia 09.04.2018).

Example include the following event that took place in Warsaw:

The social campaign "Warsaw is not afraid", aimed to strengthen the positive attitudes and behaviors of Warsaw residents towards refugees and foreigners. Assumptions for the campaign were developed with experts from Warsaw NGOs and institutions dealing with work for foreigners (from February 19 to March 4, 2018). The campaign was carried out using:

- 30' second spot presented on monitors in public transport, monitors in Resident Service Departments
- posters presented on external media (billboards, citylights) and in municipal institutions
- social media.

Example include the following event that took place in Wroclaw:

Ukrainian Center for Culture and Development has organized the first job fair for foreigners in Poland. Nearly 20 employers came to this event. They presented the 500 job offers. People could also take part in training, workshops and received a lot of information about labour market in Poland. (Wrocław, 23.05.2018)

Q8. Is the labour market integration of third-country nationals within the scope of this study, seen as a political priority in your Member State and if so, by whom (national government, legislator, or other political actors)?

In general, it is difficult to acknowledge that Poland has the above-mentioned document. Some elements of such a document can be seen in the document entitled "Socio-economic priorities of migration policy". At the regional level, we can observe the efforts of the Voivodes aimed at including the issues related to integration in the documents of the government administration bodies as an important element.

The document "Assessment of the implementation of Pomorskie Voivodeship Development Strategy 2020 for 2013–2016" adopted by Pomorskie Voivodeship Board on 11.07.2017, defined recommendations for Operational Objective 2.1. The high level of employment, including with respect to highlighting social and professional activation of the immigrants in the Voivodeship Development Strategy and attracting qualified employees and integration of immigrant workers by formulating specific action plans in these areas.

In addition, in the same part of Poland, the Regional Action Plan for Employment for Pomorskie Voivodeship for 2018 indicates the need of intervention in the area of building and development of the third-country immigrant support systems on the labour market.

1.3. IMPLEMENTATION OF LABOUR MARKET INTEGRATION POLICY: INSTITUTIONAL FRAMEWORK, MONITORING AND EVALUATION

Q9. Please provide an organogram of the institutional framework for the labour market integration of third-country nationals within the scope of this study indicating responsibilities of the different governmental actors in implementing integration policies and measures. Please also include local level and central level governance structures.

Please also include any other stakeholders/major players (e.g. Public Employment Services, NGOs, chambers of commerce, trade unions), if they have a significant role. Local level initiatives should only be

included, if i) they arise from a national level mandate, or ii) they are established / operating through national funding mechanisms.

Currently, the work on the project aimed at creating a model standard for foreigner service by Public Employment Service (financed by European Social Fund, Operational Programme for Poland: "Knowledge Education Development") is in progress.

The establishment of the model standard should improve and accelerate actions of the public employment service for the foreigners with poor knowledge of Polish language or with cultural capital that is unusual for the Polish society.

The project also intends to publish the manual for the Public Employment Service containing guidance concerning inter-cultural communication etc. The training for the employers of public employment service is also planned.

Currently, there are not many foreigners visiting labour offices, however, the situation may change in the future due to growth in the number of foreigners in Poland.

It is useful to draw attention to the practice in the above-mentioned area used in Wielkopolskie Voivodeship, which may be presented as general practice used at the central level in Poland. "The rules on applying for funds from the Labour Fund reserve for financing activation measures implemented by Poviats and Voivodeship labour offices in 2018", under Labour Fund reserve at the disposal of MFLSP, provide for professional activation programmes for the foreigners, including the beneficiaries of international protection.

The resources from reserve for the programmes will be mobilized on ongoing basis under the funds at disposal of the Minister, in the order in which the Minister received the applications.

The professional activation of the foreigners is in line with the provisions of the Act on employment promotion and labour market institutions and is carried out on terms that are analogous to the principles of the professional activation of Polish citizens.

Pursuant to Article 1(3) of the Act, the professional activation covers foreigners who are beneficiaries of the following forms of international protection:

- foreigners with refugee status and their spouses,
- foreigners under subsidiary protection and their spouses,
- foreigners holding a stay permit for humanitarian reasons or tolerated stay permit and their spouses.

Q10. Does your Member State produce periodic monitoring reports (e.g. annual reports) on labour market integration of third-country nationals within the scope of this study? If tak, what

are the main integration indicators? How are they compiled and by whom? How do they relate to the Zaragoza indicators adopted in 2004¹?

Please briefly describe main trends observed, especially focusing on the indicators related to the labour market integration of third-country nationals. Please describe the methods (qualitative, quantitative) and data (census data, survey data, administrative data) used to produce such reports.

In 2016, due to dynamically changing migration situation, Polish government stated that it is necessary to develop new document defining the migration policy of Poland, including integration policy. The advanced work in this area, including systematisation of the mechanism of monitoring and reporting of the foreigners' situation on the labour market and their integration, is currently underway.

However, it is worth mentioning on the example of selected region that independent research was carried out in this area. The self-government of Pomorskie Voivodeship through the Voivodeship Labour Office in Gdańsk commissioned in-depth research aimed at creating the characteristic of the citizens of Ukraine who come to Pomorze, identifying the views of the citizens and employers of the Pomorskie Voivodeship on their employment, diagnosing the range of the institutional support and indication the actions aimed at immigrants integration and support. The research that was carried out is particularly important in the context of the possibilities of increasing the employment of the citizens of Ukraine in Pomorskie Voivodeship, attracting new and retaining those who have already come. Migration of the citizens of Ukraine to Pomorskie Voivodeship is the way to address the staff shortfall on the Pomorskie labour market.

The report from the research "Citizen of Ukraine on Pomorskie labour market" is available at: http://porp.pl/g2/2018_02/24f3ccdc6c694ce43f7cd3596ab48934.pdf

Q11. Please describe the main challenges and obstacles in designing and implementing labour market integration policies for third-country nationals within the scope of this study in your Member State?

Please also mention which stakeholders face these challenges and obstacles.

The main integration challenges and obstacles identified include: lack of knowledge of Polish language by third-country nationals (many employers interested in acquiring employees require candidates to know Polish language) and unwillingness to practically learn Polish language; formalities related to the stay, work permit, procedures related to the recognition of professional qualifications, problem with cultural adaptation of certain foreigners groups, low professional qualifications of the foreigners.

At the regional level, the Voivodeships face the challenge of growing number of the migrants who should be provided with high quality of services, mainly in the area of education, health, social integration and culture. Mainly the local self-government units, but also non-governmental organisations and employers face those challenges. The projects such as those implemented in Pomorskie Voivodeship entitled "Improving competences of self-government units from

¹ Please also refer to the information provided in the FRA report: Together in the EU - Promoting the participation of migrants and their descendants <http://fra.europa.eu/en/publication/2017/migrant-participation>

Pomorskie Voivodeship for immigrants integration”, which were commissioned to Immigrants Support Centre by the self-government of Pomorskie Voivodeship, may provide support.

On the other hand, Podlaskie Voivodeship draws attention to the following issues:

- 1) reduction of labour costs, shaping conditions supporting employment, support for small and medium-sized enterprises;
- 2) striving towards balance on the labour market (not “employer’s market” but also not “employee’s market”) and ensuring principle of the primacy of Polish citizens on the labour market;
- 3) ensuring the appropriate economic growth rate, sustaining the EU competitiveness, i.a. through improvement of the quality and productivity of work;
- 4) the need to make better use of the potential and professional qualifications of the foreigners, the need to define their professional profile to reduce undertaking work that is below the qualifications obtained;
- 5) the need to facilitate and accelerate qualification recognition procedures (e.g. in regulated professions);
- 6) the drive towards enhanced integration of women on the labour market – employment rate.

1 Part II: Member States measures and practices facilitating labour market integration of third-country nationals

*This part aims to provide an overview of the main integration approaches and identifying existing individual measures that have either been implemented recently (as of 2014) or that have been changed since 2014. The target group is third-country nationals across Member States, **excluding students/graduates, beneficiaries of international protection and asylum seekers.***

1.1 OVERVIEW OF MAIN INTEGRATION AREAS

Q12. Please indicate in the table below and describe the main areas/components of your policy for integration of third-country nationals into labour market.

If your Member State has a mainstream policy, please focus only on specific measures for third-country nationals' integration into the labour market within the scope of the study

Please focus on:

- a) *The main objectives and approach in each relevant area, and actors involved.*
- b) *Briefly describe the implementation framework.*

Please only refer to the general approach for each area without describing specific measure, which will be described in the section below.

Area/component	General overview Please describe the scope and aim under each area. If relevant, specify if measures are voluntary or compulsory and if they are provided free or charge.	Stakeholders Briefly describe who is responsible of planning, implementing, monitoring and for the oversight of the implementation of measures under each area.
1. Training and Qualification (including digital tools aiming to promote learning and foster integration into the labour market)	The Poviats labour offices may send unemployed and job seekers for group and individual training and post-graduate studies in accordance with Articles 40–43 of the Act on employment promotion and labour market institutions (Journal of Laws of 2017, item 1065) to acquire, supplement or improve professional qualifications. Participation in training is voluntary and free of charge. A person participating in training will obtain the training scholarship. He/she may also apply for reimbursement of costs of travelling for training.	In the Poviats labour offices, the entities responsible for planning and monitoring of the training are the experts in the field of professional development. Targeting for the selected activation forms is carried out in accordance with the Ordinance of the Minister of Labour and Social Policy of 14 May 2014 on the specific conditions of implementation and mode I of the ways of providing labour market services. (Dz.U. [Journal of Laws] of 2014, item 667)
2. Enhancement of (soft) skills	The training in the field of job seeking skills is a service aimed at strengthening the soft skills. The training is provided in accordance with Article 40(2)(h) of the Act on employment promotion and labour market institutions (Journal of Laws of 2017, item 1065). Participation in	The entities responsible for planning and monitoring of the training are the experts in the field of professional development and career advisors carrying out the training. Targeting for the selected activation form is carried out in accordance with the Ordinance of the

	training is voluntary and free of charge. A person participating in training will obtain the training scholarship.	Minister of Labour and Social Policy of 14 May 2014 on the specific conditions of implementation and mode I of the ways of providing labour market services. (Dz.U. [Journal of Laws] of 2014, item 667)
3. Provision of information and counselling	<ul style="list-style-type: none"> - provision of the vocational guidance services, - services related to coordination of the social security systems of EU, EEA countries and Switzerland as well as countries which concluded bilateral international agreements on social security in the area of unemployment benefits with the Republic of Poland 	Voivodeship Labour Offices
4. Enhancement of intercultural/civic relations in the workplace	Information and career counselling is provided in the Poviats labour offices to unemployed and job seekers in accordance with Article 38 of the Act on employment promotion and labour market institutions (Journal of Laws of 2017, item 1065). Among other things, it serves as an aid in choosing an appropriate profession or place of employment, as well as planning one's professional career and preparing to better manage the job search and taking up new employment. Vocational counselling is voluntary and provided free of charge.	Vocational guidance counsellors are responsible for planning, conducting and monitoring information and vocational guidance in Poviats labour offices. Vocational counselling is conducted in accordance with the Ordinance of the Minister of Labour and Social Policy of 14 May 2014 on the specific conditions of implementation and mode and the ways of providing labour market services. (Dz.U. [Journal of Laws] of 2014, item 667)
5. Tailor-made comprehensive programmes/plans/contracts targeting specific and/or vulnerable groups	-	-
6. Incentive measures for migrants or employers	-	-
7. Support for self-employment	-	-

1.2 PROMISING EXAMPLES OF INTEGRATION MEASURES IMPLEMENTED BY MEMBER STATES

This section focuses on selected measures initiated and at the same time implemented and/or financed by the Member States. Please note that any support measure provided by civil society organisations without any (financial) involvement of the Member State is beyond the scope of the study. Only those measures by civil society organisations that receive public support are included.

The focus is on labour integration measures for regularly staying third-country nationals with a right to work. The target group also includes third-country national family members of EU nationals and of third-country nationals. Measures specifically targeting students/graduates and beneficiary of international protection should not be included.

Please describe 1 -2 measures across integration areas for a total of up to 6 measures per MS.

Please prioritise specific measures developed with the aim to support third-country nationals' labour market integration and which are considered a good or promising practice by relevant actors.

Please also include measures (if available) that address the labour market integration of vulnerable or specific groups (vulnerable third-country nationals, women, etc.).

Please do not mention measures focussing on (EU) nationals, beneficiaries of international protection, asylum seekers and students/graduates only. Mainstream measures which are accessible also for (EU) nationals and beneficiaries of international protection should be listed below only in case they represent examples of good or promising practices regarding the integration of third-country nationals (i.e. the measure is frequently used by third-country nationals, there is a positive feedback from third-country nationals etc.).

Labour integration areas

1. **Training and Qualification** (e.g. vocational/job training, recognition of qualification/skill assessment (not to map legal procedures), combating over-qualification (matching skills/qualification with labour market needs), measures to accelerate insertion of third-country nationals into the labour market, digital tools)
2. **Enhancement of (soft) skills** (e.g. work-based language courses, or other language courses for improvement of chances on the labour market, computer literacy, self-development)
3. **Provision of information and counselling** (e.g. enhancement of knowledge about the labour market, career guidance, counselling, mentoring, coaching, website, leaflets, IT programmes/applications)
4. **Enhancement of intercultural/civic relations in the work place inclusion** (e.g. prevention of discrimination and awareness raising about diversity in the workplace, civic/ social-cultural orientation courses provided as a part of inclusion in the workplace)
5. **Tailor made measures** to specific group of third-country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)
6. **Incentive measures for migrants or employers** (e.g. measures to encourage employers to hire migrants or migrants to take a job)
7. **Support for self-employment** (e.g. entrepreneurship courses, courses on how to set up a company)

Type of measures

1. Programme and systematic measures (multi-year / long term)
2. Projects (ad-hoc)
3. Legislative/policy (structural) measure

Measure 1	
Overview	
Name	Continents of Wrocław - Your ticket to the labour market, beneficiary: Municipality of Wrocław
Type	<i>Projects (ad-hoc)</i>
Area	<i>Tailor-made to specific group of third country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)</i>
Access	All third-country nationals
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
Coverage	<i>Local (region, province, municipality)</i> <i>If "other", please add further information here</i>
Budget	The budget is approx. EUR 227,000 It is provided by EU funds 75%, state budget 10%, beneficiary 15%.
Link	http://www.kontynenty.wci.wroclaw.pl
Description	
<p>M1.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>a) <i>Elaborate in brief on the conditions and process of accessing for third-country nationals</i></p> <p>b) <i>Is the measure voluntary or compulsory? Is it provided free of charge?</i></p> <p>c) <i>If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</i></p> <p>d) <i>Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</i></p> <div style="border: 1px solid black; padding: 5px;"> <p>a) <i>Eligible for the project are persons, who legally reside in Poland. Recruitment was conducted via the internet, information materials, non-governmental organisations, word of mouth. The first stage of the recruitment process was filing project eligibility applications, which served as a basis for verifying the fulfilment of formal criteria. The proposals were adopted on a continuous basis. Persons meeting the criteria were invited to participate in scored interviews (second stage of recruitment).</i></p> <p>b) <i>voluntary and free of charge</i></p> <p>c) <i>not applicable</i></p> <p>d) <i>illegal stay in the EU</i></p> </div>	

M1.Q2. Please describe briefly the context in which the measure has started:

- a) When was the measure introduced and what was/is its duration?
- b) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)
- c) What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)
- d) When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation)
- e) Key activities

a) Project was carried out during the period of 01.11.2015-30.09.2017. The project was selected for co-financing under the 2/2015 AMIF call for proposals.

b) no link

c) The 2/2015 call for proposals for co-financing from the Asylum, Migration and Integration Fund was announced to provide integration measures (not only those concerning the labour market) for third-country nationals.

d) Participation in the project was not directly related to the period of stay in Poland, as the period of stay below five years was only one of the ancillary factors in deciding about project eligibility in case of a large number of applicants.

e) Measures:

- Implementation of the comprehensive programme of professional development "Career Map": training courses in Polish, a computer course, labour market counselling, psychological counselling, social competence workshops, e-learning courses, translation of documents.

- Running a club for social and professional integration: where the labour market meet society.

- Initiatives for the host society: consultations in workplaces focused on employing foreigners, conference

M1.Q3. Please briefly describe the implementation modalities, notably:

- a) By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?
- b) If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?
- c) How and by whom is it promoted to third-country nationals?

a) The project was implemented by the Centre for Social Integration for the municipality of Wrocław. Project modalities: cyclical staff meetings, internal trainings conducted by a director, defining strategic objectives (both short and long term) while considering risk analysis. Management was the prerogative of the manager supervising the remaining staff, whose responsibilities included: employing and training the staff for the project, delegating tasks, planning and controlling of tasks carried out and achieving results, and choosing service providers in accordance with the Public Procurement Law.

b) no

c) Promotion was conducted via the internet, information materials, non-governmental organisations and word of mouth in the migrant community.

M1.Q4. Please briefly describe the impact of the measure and notably:

- a) Did it meet the anticipated objectives? YES/NO/Partly
- b) What are the main outcomes

- c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
 d) *Challenges during implementation and remedies applied*
 e) *Likelihood of continuation of the measure. If discontinued, please explain why*

a) yes

b) there were 155 third country nationals (TCN) participating in the project. The project included 20 courses for TCNs, 1135 hours of individual consultations, 10 meetings in the "Close to the labour market" series, 15 language courses, 10 computer courses, 5 trainings in entrepreneurship, 156 hours of individual consultations with a specialist in finance and accounting, 202 hours of consultations for employers.

c) *Monitoring and evaluation focused on indicators specified in Annex IV to Regulation 516/2014. The indicators' form filled in by the applicant is an annex to the application for co-financing and is subject to evaluation. The indicators included in the form perform the following functions:*

A) *Collection of data required in the AMIF management and control system (Annex IV to Regulation 516/2014);*

B) *Collection of numerical data on the progress in the project implementation.*

The monitoring of the project implementation is carried out by the Delegated Authority (DA) along with the Responsible Authority (RA) and consists of:

- *verification of reports on project implementation submitted periodically by beneficiaries;*
- *regular contacts of the project supervisor from the DA with the beneficiary;*
- *monitoring visits at the beneficiaries'.*

*The values of **Type A** indicators are entered (after the approval of the quarterly report by the RA) into the database of projects run by the RA. The database allows to aggregate data for the needs of reporting to the European Commission via the SFC2014 system.*

Type B indicators are used by the project supervisor at the RA for analysing the progress in the project implementation.

The beneficiary planned the following minimum values of indicators, which were achieved:

- **Number of target group persons assisted by the Fund through integration measures in the framework of national, local and regional strategies**
150
- *Number of third country nationals, who participated in training 150*
- *Number of developed models of conduct as regards the professional integration of foreigners on the Polish labour market 1*
- *Number of courses conducted as part of the Central Module "I know and I learn" (course in actively navigating the Polish labour market divided into two sections: "knowledge" and "practice") 20*
- *Hours of individual consultations as part of the Central Module "I know and I learn" 900*
- *Number of meetings in the "Close to the labour market" series 10*
- *Number of "My Polish" language courses 15*
- *Number of "Computers explained" computer courses conducted 5*
- *Number of "Be your own boss" entrepreneurship courses conducted 3*
- *Hours of individual consultations for project participants with a specialist in finance and accounting 150*
- *Number of expert meetings meant to develop the Wrocław Multi-integration Model - towards the labour market 5*
- *Hours of consultations within the "Job for a foreigner - guidelines for employers" 200*
- *Number of copies of the bulletin featuring the Wrocław Multi-integration Model - towards the labour market 100*

	<ul style="list-style-type: none"> • Number of information and recruitment materials (leaflets, posters, recruitment vouchers) 2,000 • Number of Career Map forms created 150 • Number of translated document pages 750 • Number of e-learning trainings 1 • Number of INTEGRA-CIS Club packages (notebook, pen, mug) 350 <p>d) Due to a change in the applicable legal framework there were changes in the organization of certificate examinations in Polish (including a change of examination fees). Delayed entry into force of the implementing regulations concerning the above mentioned changes resulted in postponement of the dates of certificate examinations and the need to prepare annexes to contracts for participants, who completed their participation in the project, so that they could take the examinations through the project.</p> <p>In the course of implementation there was an unforeseen need to urgently hire a computer skills trainer.</p> <p>e) The project continuation is highly unlikely due to the nature of the beneficiary. After 2015, there were no resolved calls for proposals for the AMIF projects, in which local government units could be the main beneficiary.</p>	

Measure 2	
Overview	
Name	Career step - supporting non-EU students from higher education institutions in Białystok, beneficiary: "Okno na Wschód" Foundation
Type	Projects (ad-hoc)
Area	Training and qualification
Access	Third-country nationals studying at the universities in Białystok, Poland.
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
Coverage	Local (region, province, municipality) <i>If "other", please add further information here</i>
Budget	The budget is approx. EUR 28,000 It is provided by EU funds 75%, state budget 10%, beneficiary 15%.
Link	http://onw.org.pl/projekty/
Description	

M2.Q1. Please describe how third-country nationals can access the measure, notably:

- a) Elaborate in brief on the conditions and process of accessing for third-country nationals
- b) Is the measure voluntary or compulsory? Is it provided free of charge?
- c) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals
- d) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?

a) Project was addressed to students at higher education institutions in Białystok, hailing from non EU Eastern European countries. Bilingual (in Polish and Russian) information and promotional leaflets and posters were prepared. Posters hung at Białystok universities and in student dormitories Leaflets were distributed among the target group. A promotional campaign was conducted via social media (FB, VK) and the internet.

Developed resources: recruitment form, recruitment rules and evaluation sheet. Recruited were 30 students at Białystok universities, hailing mostly from Belarus.

b) voluntary and free of charge

c) not applicable

d) illegal stay in the EU

M2.Q2. Please describe briefly the context in which the measure has started:

- a) When was the measure introduced and what was/is its duration?
- b) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)
- c) What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)
- d) When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation)
- e) Key activities

a) Project was carried out during the period of 01.10.2015-30.09.2016. The project was selected for co-financing under the 2/2015 AMIF call for proposals.

b) no link

c) The 2/2015 call for proposals for co-financing from the Asylum, Migration and Integration Fund was announced to provide integration measures (not only those concerning the labour market) for third-country nationals.

d) Participation in the project was not directly linked to the period of stay in Poland.

e) Measures:

- vocational counselling

- conducting trainings: soft (group work, time management, interpersonal communication skills, project management, applying for a job); hard (MS Word, MS Excel, MS Power Point)

M2.Q3. Please briefly describe the implementation modalities, notably:

- a) By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?
- b) If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?
- c) How and by whom is it promoted to third-country nationals?

a) The project was implemented by a non-governmental organization. Project was managed by two persons: a project manager and a training programme specialist Project manager

was responsible for carrying out all measures. Training programme specialist acted in an ancillary capacity for training related activities.

b) no

c) An informational brochure was prepared and distributed among potential participants in the project, in both Polish and Russian. Participants received a training package including a pen, a file and a folder. Materials were marked in accordance with programme requirements.

M2.Q4. Please briefly describe the impact of the measure and notably:

- a) Did it meet the anticipated objectives? YES/NO/Partly
- b) What are the main outcomes
- c) Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)
- d) Challenges during implementation and remedies applied
- e) Likelihood of continuation of the measure. If discontinued, please explain why

a) yes

b) 30 third country nationals (TCN) participated in two 2.5-hour individual meetings with a vocational guidance counsellor and received dedicated Individual Action Plans; 30 TCN participated in three soft competence trainings in project management, group work and practical aspects of entering the labour market; 30 TCN participated in trainings in MS Word and MS Excel; an information guide was prepared in two language versions - Polish and Russian - entitled "Studying and working in Poland". The publication was distributed among the group of 60 students at Białystok universities hailing from non EU third countries.

c) Monitoring and evaluation focused on indicators specified in Annex IV to Regulation 516/2014. The indicators' form filled in by the applicant is an annex to the application for co-financing and is subject to evaluation. The indicators included in the form perform the following functions:

A) Collection of data required in the AMIF management and control system (Annex IV to Regulation 516/2014);

B) Collection of numerical data on the progress in the project implementation.

The monitoring of the project implementation is carried out by the Delegated Authority (DA) along with the Responsible Authority (RA) and consists of:

- verification of reports on project implementation submitted periodically by beneficiaries;
- regular contacts of the project supervisor from the DA with the beneficiary;
- monitoring visits at the beneficiaries'.

The values of **Type A** indicators are entered (after the approval of the quarterly report by the RA) into the database of projects run by the RA. The database allows to aggregate data for the needs of reporting to the European Commission via the SFC2014 system.

Type B indicators are used by the project supervisor at the RA for analysing the progress in the project implementation.

The beneficiary planned the following minimum values of indicators, which were achieved:

- Percentage level by which the participants will increase their knowledge of their professional predispositions. 75%
- Percentage level by which the participants will increase their knowledge of soft competence skills 75%
- Percentage level by which the participants will increase their knowledge of hard competence skills 75%
- Percentage of beneficiaries, who will increase their knowledge of possibilities, rules and conditions of taking up employment during and after their studies 75%

	<ul style="list-style-type: none"> • Number of target group persons assisted by the Fund through integration measures in the framework of national, local and regional strategies 60 • Number of vocational counselling beneficiaries 30 • Number of soft and hard competence skill trainings beneficiaries 30 • Number of beneficiaries, who will receive the publication 60 • Number of developed Individual Action Plans 30 • Number of trainings 15 • Number of training hours 216 • Number of trainings per participant 5 • Number of training hours per participant 72 • Number of evaluation reports 1 • Number of complete sets of recruitment documents 1 • Publication copies 340 • Number of document sets confirming participation in the project 1 <p>d) Certain tasks were not possible to carry out within the project time frame - vocational counselling and trainings This resulted in prolonging the project implementation period.</p> <p>e) The project continuation is highly unlikely due to the nature of the beneficiary. After 2015, there were no resolved calls for proposals for the AMIF projects in which NGOs could be the main beneficiary.</p>	
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Measure 3	
Overview	
Name	Activation, the Polish way, beneficiary: "Ocalenie" Foundation
Type	Projects (ad-hoc)
Area	Tailor-made to specific group of third country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)
Access	All third-country nationals.
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure
Coverage	Local (region, province, municipality) If "other", please add further information here
Budget	The budget is approx. EUR 257,500 It is provided by EU funds 75%, state budget 10%, beneficiary 15%.
Link	https://ocalenie.org.pl/tag/aktywizacja-po-polsku
Description	

M3.Q1. Please describe how third-country nationals can access the measure, notably:

- a) *Elaborate in brief on the conditions and process of accessing for third-country nationals*
- b) *Is the measure voluntary or compulsory? Is it provided free of charge?*
- c) *If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals*
- d) *Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?*

- a) *Recruitment was conducted in Warsaw, the Tricity and Łomża among representatives of the target group willing to participate in the project, carried out in these cities. Recruitment activities were based on informing the cooperating institutions and aid recipients about activities carried out via meetings, e-mails, internet site and Facebook page of the Foundation and its partners.*
- b) *voluntary and free of charge*
- c) *not applicable*
- d) *illegal stay in the EU*

M3.Q2. Please describe briefly the context in which the measure has started:

- a) *When was the measure introduced and what was/is its duration?*
- b) *Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)*
- c) *What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)*
- d) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation)*
- e) *Key activities*

- a) *Project was carried out during the period of 01.09.2015-31.08.2017. The project was selected for co-financing under the 2/2015 AMIF call for proposals.*
- b) *no link*
- c) *The 2/2015 call for proposals for co-financing from the Asylum, Migration and Integration Fund was announced to provide integration measures (not only those concerning the labour market) for third-country nationals.*
- d) *Participation in the project was not directly linked to the period of stay in Poland.*
- e) *Measures:*
 - *vocational activation*
 - *language courses and adaptative workshops for third country nationals (including specialized and certified courses)*

M3.Q3. Please briefly describe the implementation modalities, notably:

- a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- c) *How and by whom is it promoted to third-country nationals?*

a) *The project was implemented by a non-governmental organization. Management was the prerogative of a two person team: manager (financial coordination - indirect costs) and coordinator (substantive coordination).*

Substantive management of the employees' actions was based on personal contact, contact via telephone and e-mail correspondence. Furthermore, employees were obligated to submit written reports on their work. Additionally these activities were supervised through contact with aid recipients

Financial management was based on constantly monitoring financial documents and related substantive documents.

b) *no*

c) *Promotion was conducted via:*

-multilingual internet sites adjusted for the needs of foreigners

-institutions and organizations in contact with foreigners were continuously informed about actions carried out within the project and the possibility of directing foreigners to meetings with vocational guidance counsellors

- notifications and events created on Facebook and other social media platforms, portals handling the subject of foreigner integration

- information on the project distributed to the media in the form of press releases

- actions in local communities, which have foreigners living among them

- direct contacts with representatives of institutions, including the Labour Offices, organizations and media,

- distributing information materials to organizations and institutions that are in contact with foreigners, including: Office for Foreigners, Labour Office, Social Welfare Centres, Family Assistance Centre in Warsaw, Linguae Mundi Foundation, the Mazowieckie Voivodeship Office, Warsaw based universities, other institutions providing service to foreigners, Police and Border Guard, as well as places frequented by foreigners from the project target group: mosque and places of religious cult; bars and restaurants with national cuisine etc.

- distributing promotional materials including leaflets, posters, t-shirts (including t-shirts that promote learning Polish with the "I speak Polish" phrase printed on them). What's your superpower?") and additional promotion materials and gadgets associated with activities within the project.

M3.Q4. Please briefly describe the impact of the measure and notably:

a) *Did it meet the anticipated objectives? YES/NO/Partly*

b) *What are the main outcomes*

c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*

d) *Challenges during implementation and remedies applied*

e) *Likelihood of continuation of the measure. If discontinued, please explain why*

a) *yes*

b) As regards the measures relating only to the labour market, 3084 third-country nationals (TCN) in total used the support of three consultation points and participated in 12242 consultations. Assistance was provided in 10 languages, including English, Arabic, Belarusian, Chechen, French, Georgian, Polish, Russian, Ukrainian and Vietnamese, and additionally also in Hausa, Hebrew, Spanish, Urdu and Italian.

c) Monitoring and evaluation focused on indicators specified in Annex IV to Regulation 516/2014. The indicators' form filled in by the applicant is an annex to the application for

	<p>co-financing and is subject to evaluation. The indicators included in the form perform the following functions:</p> <p>A) collection of data required in the AMIF management and control system (Annex IV to Regulation 516/2014);</p> <p>B) collection of numerical data on the progress in the project implementation.</p> <p>The monitoring of the project implementation is carried out by the Delegated Authority (DA) along with the Responsible Authority (RA) and consists of:</p> <ul style="list-style-type: none"> - verification of reports on project implementation submitted periodically by beneficiaries; - regular contacts of the project supervisor from the DA with the beneficiary; - monitoring visits at the beneficiaries'. <p>The values of Type A indicators are entered (after the approval of the quarterly report by the RA) into the database of projects run by the RA. The database allows to aggregate data for the needs of reporting to the European Commission via the SFC2014 system.</p> <p>Type B indicators are used by the project supervisor at the RA for analysing the progress in the project implementation.</p> <p>The beneficiary planned the following minimum values of indicators, which were achieved and some even significantly exceeded:</p> <ul style="list-style-type: none"> • Number of target group persons assisted by the Fund through integration measures in the framework of national, local and regional strategies 3,000 • Number of consultations 5,000 • Number of hours of workshops 800 • Number of hours of animation classes 216 • Number of recipients of sports activities 30 • Information and promotion leaflets 20,000 <p>d) There were no major problems in the project implementation.</p> <p>e) The project continuation is highly unlikely due to the nature of the beneficiary. After 2015, there were no resolved calls for proposals for the AMIF projects in which non-governmental organisations could be the main beneficiary.</p>
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Measure 4	
Overview	
Name	Education-Work-Integration. Polish language courses for foreigners, with elements of e-learning; beneficiary: "Fundacja Nauki Języków Obcych Linguae Mundi" Foundation
Type	Projects (ad-hoc)
Area	Training and qualification
Access	All third-county nationals
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all)

	<i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
Coverage	Local (region, province, municipality) <i>If "other", please add further information here</i>
Budget	The budget is approx. EUR 130,000 It is provided by EU funds 75%, state budget 10%, beneficiary 15%.
Link	N/A
Description	
<p>M4.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>a) <i>Elaborate in brief on the conditions and process of accessing for third-country nationals</i> b) <i>Is the measure voluntary or compulsory? Is it provided free of charge?</i> c) <i>If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</i> d) <i>Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</i></p> <div style="border: 1px solid black; padding: 5px;"> <p>a) <i>The project was addressed to adults wishing to participate in the activities taking place in Warsaw. The information about the course was placed at the website of the Linguae Mundi Foundation and sent to information portals addressed to migrants and to companies and institutions associating foreigners. The recruitment lasted from October 2016 to March 2017. Ultimately, 168 persons took part in the project (28 more than originally assumed).</i></p> <p>b) <i>voluntary and free of charge</i></p> <p>c) <i>not applicable</i></p> <p>d) <i>illegal stay in the EU</i></p> </div> <p>M4.Q2. Please describe briefly the context in which the measure has started:</p> <p>a) <i>When was the measure introduced and what was/is its duration?</i> b) <i>Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)</i> c) <i>What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)</i> d) <i>When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation)</i> e) <i>Key activities</i></p> <div style="border: 1px solid black; padding: 5px;"> <p>a) <i>The project was implemented from 1 October 2015 to 30 September 2017. The project was selected for co-financing under the 2/2015 AMIF call for proposals.</i></p> <p>b) <i>no link</i></p> <p>c) <i>The 2/2015 call for proposals for co-financing from the Asylum, Migration and Integration Fund was announced to provide integration measures (not only those concerning the labour market) for third-country nationals.</i></p> <p>d) <i>Participation in the project was not directly related to the period of stay in Poland.</i></p> </div>	

e) Measures:

- learning Polish as a foreign language with elements of the knowledge about Poland
- e-learning

M4.Q3. Please briefly describe the implementation modalities, notably:

- a) By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?
- b) If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?
- c) How and by whom is it promoted to third-country nationals?

a) The project was implemented by a non-governmental organisation. The project was managed by the extended Project Team comprising the project coordinator, the course coordinator, the specialist of teaching Polish as a foreign language, the e-learning coordinator and educator, the specialist for accounting and personnel and the secretary. The beneficiary had most of the personnel and implemented the management model well-proven in other projects. A new person was recruited only for the post of the e-learning coordinator and educator.

b) no

c) The information about co-financing from the Asylum, Migration and Integration Fund was placed in numerous places visible to final beneficiaries, namely, on important project documents, on entry doors to the beneficiary's office and on doors of rooms where the classes took place, on information boards and on the website of the beneficiary.

M4.Q4. Please briefly describe the impact of the measure and notably:

- a) Did it meet the anticipated objectives? YES/NO/Partly
- b) What are the main outcomes
- c) Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)
- d) Challenges during implementation and remedies applied
- e) Likelihood of continuation of the measure. If discontinued, please explain why

a) yes

b) Language courses and educational workshops were attended by 168 third-country nationals; there were 2567 hours of Polish language, 8 hours of lectures on Poland, 12 hours of meetings with the Polish cinematography. 207 Polish language textbooks were distributed. Cultural events were attended by 258 third-country nationals. Two intercultural events were organized.

c) Monitoring and evaluation focused on indicators specified in Annex IV to Regulation 516/2014. The indicators' form filled in by the applicant is an annex to the application for co-financing and is subject to evaluation. The indicators included in the form perform the following functions:

A) collection of data required in the AMIF management and control system (Annex IV to Regulation 516/2014);

B) collection of numerical data on the progress in the project implementation.

The monitoring of the project implementation is carried out by the Delegated Authority (DA) along with the Responsible Authority (RA) and consists of:

- verification of reports on project implementation submitted periodically by beneficiaries;
- regular contacts of the project supervisor from the DA with the beneficiary;
- monitoring visits at the beneficiaries'.

<p>The values of Type A indicators are entered (after the approval of the quarterly report by the RA) into the database of projects run by the RA. The database allows to aggregate data for the needs of reporting to the European Commission via the SFC2014 system.</p> <p>Type B indicators are used by the project supervisor at the RA for analysing the progress in the project implementation.</p> <p>The beneficiary planned the following minimum values of indicators, which were achieved:</p> <ul style="list-style-type: none"> • Number of target group persons provided with assistance through projects in the field of reception and asylum systems supported under the Fund 140 • Number of hours of Polish language classes 2,560 • Number of hours of lectures 8 • Number of hours of evenings with Polish cinematography 12 • Number of textbooks distributed to students 140 • Number of persons who will take the State Examination of Polish as a Foreign Language 20 • Number of allowances for teachers for e-learning classes 48 <p>d) There were no major problems in the project implementation.</p> <p>e) The project continuation is highly unlikely due to the nature of the beneficiary. After 2015, there were no resolved calls for proposals for the AMIF projects in which non-governmental organisations could be the main beneficiary.</p>

Measure 5	
Overview	
Name	My Career in Poland II, beneficiary: "Instytut Spraw Publicznych" Foundation
Type	Projects (ad-hoc)
Area	Provision of information and counselling
Access	All third-country nationals
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
Coverage	Local (region, province, municipality) <i>If "other", please add further information here</i>
Budget	The budget is approx. EUR 166,000 It is provided by EU funds 75%, state budget 10%, beneficiary 15%.
Link	http://www.isp.org.pl/projekty,moja-kariera-w-polsce-ii---wsparcie-cudzoziemcow-na-polskim-ryнку-pracy,1121.html http://spolkawpolsce.pl
Description	

M5.Q1. Please describe how third-country nationals can access the measure, notably:

- a) *Elaborate in brief on the conditions and process of accessing for third-country nationals*
- b) *Is the measure voluntary or compulsory? Is it provided free of charge?*
- c) *If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals*
- d) *Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?*

a) *The project was addressed to adults and its activities took place in Warsaw. Information about the project was regularly distributed among institutions and organisations visited by foreigners from the project target group (Ukrainian House, Multicultural Centre, HFHR, SIP, "Nasz Wybór" Foundation, Linguae Mundi Foundation, Warsaw Family Assistance Center). Information on services available under the project occurred regularly on the Internet and in social media.*

b) *voluntary and free of charge*

c) *not applicable*

d) *illegal stay in the EU*

M5.Q2. Please describe briefly the context in which the measure has started:

- a) *When was the measure introduced and what was/is its duration?*
- b) *Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)*
- c) *What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)*
- d) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation)*
- e) *Key activities*

a) *The project was implemented from 1 August 2015 to 31 July 2017. The project was selected for co-financing under the 2/2015 AMIF call for proposals.*

b) *no link*

c) *The 2/2015 call for proposals for co-financing from the Asylum, Migration and Integration Fund was announced to provide integration measures (not only those concerning the labour market) for third-country nationals.*

d) *Participation in the project was not directly related to the period of stay in Poland.*

e) *Measures:*

- *specialist training related to the labour market*

- *interactive tool for foreigners wishing to start business activity*

- *updating the brochure for employers and foreigners*

- *career counselling*

- *consultation of an advisor for business establishment and development*

- *consultation of an advisor for accounting and finance*

- *image consultations*

M5.Q3. Please briefly describe the implementation modalities, notably:

- a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- c) *How and by whom is it promoted to third-country nationals?*

a) *The project was implemented by a non-governmental organisation along with a partner (also NGO). Each partner created its own management structure reflecting the substantive needs related to the scope of the performed tasks.*

The leader employed a project coordinator responsible for substantive and logistic coordination of activities, preparing a schedule, selecting subcontractors, monitoring of activities and the project settlement. Other persons working on the project included a specialist for recruitment for training, a specialist for promotion of trainings among the target group and for the interactive online tool and a specialist for publication.

The partner employed a project coordinator with the same scope of responsibilities as the coordinator employer by the leader. In addition, a career counsellor, a specialist for recruitment and promotion of activities and a specialist for contact with beneficiaries were employed to handle substantive tasks.

b) *no*

c) *Information about co-financing was placed in all official letters, the rooms and all thematic materials were labelled, also on the websites of the partners and on Facebook.*

The measures were promoted among immigrant communities, on the Internet, as well as among formal and informal groups of migrants, e.g. groups operating at a mosque, a Christian Orthodox Church, as the meetings of migrant women. The trainings were promoted among the journalists, in social media.

M5.Q4. Please briefly describe the impact of the measure and notably:

- a) *Did it meet the anticipated objectives? YES/NO/Partly*
- b) *What are the main outcomes*
- c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- d) *Challenges during implementation and remedies applied*
- e) *Likelihood of continuation of the measure. If discontinued, please explain why*

a) *yes*

b) The participants of the project included 768 third-country nationals from Ukraine, Vietnam, Brazil, Sudan, Belarus, Bangladesh, India, Argentina, Syria, Turkey, Uzbekistan, Russia, Iran, Afghanistan, Peru, Canada, Congo, Iraq, Egypt, Armenia, Azerbaijan, Thailand, Algeria, Nigeria, Taiwan, Chile, USA, Morocco, Mexico, Georgia, Pakistan. 18 targeted trainings were organized (including 9 trainings entitled "My company in Poland" and 9 trainings entitled "Me on the Polish labour market"). 5 specialist trainings were organized on establishment of start-ups, recognition of diplomas and settlement of taxes. 4 legal trainings for foreigners were organized (amendment of the Act on the Pole's Card and procedure for legalising stay and work). The website <http://spolkawpolsce.pl> was launched. 447 third-country nationals used 1554.5 hours of career counselling, consultation on business establishment and development, consultation on finance and accounting and image consultations.

c) Monitoring and evaluation focused on indicators specified in Annex IV to Regulation 516/2014. The indicators' form filled in by the applicant is an annex to the application for co-financing and is subject to evaluation. The indicators included in the form perform the following functions:

A) collection of data required in the AMIF management and control system (Annex IV to Regulation 516/2014);

B) collection of numerical data on the progress in the project implementation.

The monitoring of the project implementation is carried out by the Delegated Authority along with the Responsible Authority and consists in:

- verification of reports on project implementation submitted periodically by beneficiaries;
- regular contacts of the project supervisor from the DA with the beneficiary;
- monitoring visits at the beneficiaries'.

The values of **Type A** indicators are entered (after the approval of the quarterly report by the RA) into the database of projects run by the RA. The database allows to aggregate data for the needs of reporting to the European Commission via the SFC2014 system.

Type B indicators are used by the project supervisor at the RA for analysing the progress in the project implementation.

The beneficiary planned the following minimum values of indicators, after which the values achieved are provided. If the assumed values were not achieved, the justification was given in brackets:

- **Number of target group persons assisted by the Fund through integration measures in the framework of national, local and regional strategies**
610 786
- **Number of target group persons provided with assistance through projects in the field of reception and asylum systems supported under the Fund.**
50 5 (There was insufficient interest; foreigners focus rather on looking for a job and do not want to open their own businesses)
- Number of third-country nationals participating in a targeted training 270 213
(Many participants enrolled to the trainings and then failed to take part thus blocking the available places.)
- Number of third-country nationals participating in a specialist training 30 69
- Number of third-country nationals participating in a legal training 60 63
- Number of visits to the website with the interactive online tool for foreigners
100,000 83000 (The launching period of the website probably was too long to achieve the assumed number of visits during the project implementation period.)
- Number of third-country nationals who used the support in the form of career counselling, consultation on business establishment and development, consultation on finance and accounting and image consultation 250 447
- Number of working hours of a career counsellor, an advisor for business establishment and development, an advisor for finance and accounting 1,845
1554.5 (Due to holidays and bank holidays, the interest in the services of the Career Counselling Centre declined.)
- Number of participants of the seminar summing up the first year of the project
50 52
- Interactive tool for foreigners wishing to start business activity in Poland 1 1
- Leaflet for foreigners on amendment of the Act on employment promotion and labour market institutions 400 400
- Updated brochure for foreigners 400 423
- Updated brochure for employers 100 400
- Evaluation report 1 1
- Seminar summing up the first year of the project implementation 1 1
- Brochure for foreigners on amendment of the Act on employment promotion and labour market institutions 500 500
- Text on amendment of the Act on employment promotion and labour market institutions 1 1

d) The project partner encountered significant problems in obtaining funds for own contribution to the project.

e) The project continuation is highly unlikely due to the nature of the beneficiary. After 2015, there were no resolved calls for proposals for the AMIF projects in which non-governmental organisations could be the main beneficiary.

Measure 6	
Overview	
Name	Women in business - programme of support on the labour market for female migrants from Ukraine, beneficiary: "Instytut Innowacji" Foundation
Type	Projects (ad-hoc)
Area	Tailor-made to specific group of third country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)
Access	Female Ukrainian nationals
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
Coverage	Local (region, province, municipality) <i>If "other", please add further information here</i>
Budget	The budget is approx. EUR 44,000 It is provided by EU funds 75%, state budget 10%, beneficiary 15%.
Link	http://www.ii.org.pl/kobiety.html
Description	
<p>M6.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>a) Elaborate in brief on the conditions and process of accessing for third-country nationals</p> <p>b) Is the measure voluntary or compulsory? Is it provided free of charge?</p> <p>c) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</p> <p>d) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</p> <div style="border: 1px solid black; padding: 5px;"> <p>a) The eligible participants of the projects were Ukrainian women staying legally in Poland. Recruitment was carried out by correspondence and online, via an application form. The recruitment lasted until the end of November 2015. There were 35 applicants, of whom 33 persons who needed the support on the labour market the most were selected.</p> <p>b) voluntary and free of charge</p> <p>c) not applicable</p> <p>d) illegal stay in the EU</p> </div>	

M6.Q2. Please describe briefly the context in which the measure has started:

- a) *When was the measure introduced and what was/is its duration?*
- b) *Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)*
- c) *What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)*
- d) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation)*
- e) *Key activities*

a) *The project was implemented from 1 October 2015 to 31 July 2016. The project was selected for co-financing under the 2/2015 AMIF call for proposals.*

b) *no link*

c) *The 2/2015 call for proposals for co-financing from the Asylum, Migration and Integration Fund was announced to provide integration measures (not only those concerning the labour market) for third-country nationals.*

d) *The participation in the project was not directly related to the duration of stay in Poland, but first the women who emigrated from Ukraine in the period from March 2014 were qualified for the project and then those who arrived earlier.*

e) *Measures:*

- *determination of professional competences of migrants*
- *Polish language course*
- *activation workshops*
- *classes supplementing the competences of migrants*

M6.Q3. Please briefly describe the implementation modalities, notably:

- a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- c) *How and by whom is it promoted to third-country nationals?*

a) *The project was implemented by a non-governmental organisation. The project was short, it lasted only 10 months, and the project coordinator, supported by an accountant, was responsible for all tasks related to project administration.*

b) *no*

c) *The project was promoted by means of information on the website. In addition, documentation and information materials, including those in social media, were appropriately labelled. The project office, as well as training rooms and laptops used in the projects, were also labelled.*

M6.Q4. Please briefly describe the impact of the measure and notably:

- a) *Did it meet the anticipated objectives? YES/NO/Partly*
- b) *What are the main outcomes*
- c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- d) *Challenges during implementation and remedies applied*
- e) *Likelihood of continuation of the measure. If discontinued, please explain why*

	<p>a) yes</p> <p>b) 30 third-country nationals increased their competences on the labour market thanks to taking Polish language courses and trainings in using computers and Internet in the scope necessary for office work. In addition, they upgraded their soft competences, and acquired knowledge on the labour market thanks to participation in activation workshops and career counselling.</p> <p>c) Monitoring and evaluation focused on indicators specified in Annex IV to Regulation 516/2014. The indicators' form filled in by the applicant is an annex to the application for co-financing and is subject to evaluation. The indicators included in the form perform the following functions:</p> <p>A) collection of data required in the AMIF management and control system (Annex IV to Regulation 516/2014);</p> <p>B) collection of numerical data on the progress in the project implementation.</p> <p>The monitoring of the project implementation is carried out by the Delegated Authority (DA) along with the Responsible Authority (RA) and consists of:</p> <ul style="list-style-type: none"> - verification of reports on project implementation submitted periodically by beneficiaries; - regular contacts of the project supervisor from the DA with the beneficiary; - monitoring visits at the beneficiaries'. <p>The values of Type A indicators are entered (after the approval of the quarterly report by the RA) into the database of projects run by the RA. The database allows to aggregate data for the needs of reporting to the European Commission via the SFC2014 system.</p> <p>Type B indicators are used by the project supervisor at the RA for analysing the progress in the project implementation.</p> <p>The beneficiary planned the following minimum values of indicators, after which the values achieved are provided. Explanations on cases where the assumed values were not achieved are presented in point d):</p> <ul style="list-style-type: none"> • Number of target group persons assisted by the Fund through integration measures in the framework of national, local and regional strategies 30 31 • Number of persons who will participate in career counselling 30 31 • Number of persons who will participate in activation workshops 30 26 (see point d) • Number of persons who will participate in the Polish language course 30 31 • Number of persons who will participate in ICT workshops 30 26 (see point d) • Number of measures taken to support female migrants from Ukraine on the labour market (counselling, activation and IT workshops, Polish language course) 4 4 <p>d) Some participants were interested in 3 out of 4 proposed modules, which is why a smaller number of persons took part in computer classes and activation workshops. The reasons for not participating in the classes or workshops often included the need to attend the weekend post-secondary school or take care of a child. In order not to miss the classes, some participants brought their children with them.</p> <p>e) The project continuation is highly unlikely due to the nature of the beneficiary. After 2015, there were no resolved calls for proposals for the AMIF projects in which non-governmental organisations could be the main beneficiary.</p>
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Measure 7
Overview

Name	Voivodeship Labour Office in Gdańsk
Type	<i>Programme and systematic measures (multi-year / long term)</i>
Area	<i>Provision of information and counselling</i>
Access	Career counselling services provided by information and career planning centres in Gdańsk and Słupsk to the unemployed and job-seekers – specialised organisational units of the Voivodeship Labour Office in Gdańsk.
Target group	<input type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input checked="" type="checkbox"/> Mainstream labour market integration measure (for all) The career counselling services are also provided to the immigrants, including those from third countries, based on cooperation with non-governmental organisations working for the integration of immigrants (e.g. Immigrants Support Centre)
Coverage	<i>Local (region, province, municipality)</i> <i>If "other", please add further information here</i>
Budget	The budget is approx. <i>Please provide approximate budget here</i> It is provided by "cost-free operation" – the services are financed from budget means for current activity of VLO (Voivodeship Labour Office).
Link	http://www.wup.gdansk.pl/poradnictwo_zawodowe/
Description	
<p>M1.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>e) <i>Elaborate in brief on the conditions and process of accessing for third-country nationals</i> f) <i>Is the measure voluntary or compulsory? Is it provided free of charge?</i> g) <i>If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</i> h) <i>Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</i></p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p><i>Career counselling services are available publicly and free of charge. Services are provided in Polish and only this fact can exclude some customers due to lack of knowledge of Polish.</i></p> </div> <p>M1.Q2. Please describe briefly the context in which the measure has started:</p> <p>f) <i>When was the measure introduced and what was/is its duration?</i> g) <i>Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)</i> h) <i>What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)</i> i) <i>When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)</i> j) <i>Key activities</i></p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p><i>Providing career counselling services is a standard service implemented since many years – regulated in provisions of the Act on employment promotion and labour market institutions.</i></p> </div>	

M1.Q3. Please briefly describe the implementation modalities, notably:

d) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*

e) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*

f) *How and by whom is it promoted to third-country nationals?*

See above answers and explanations.

M1.Q4. Please briefly describe the impact of the measure and notably:

f) *Did it meet the anticipated objectives? YES/NO/Partly*

g) *What are the main outcomes*

h) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*

i) *Challenges during implementation and remedies applied*

j) *Likelihood of continuation of the measure. If discontinued, please explain why*

Used forms of support contribute the realisation of expected objectives. They concern, in particular, raising of awareness in the scope of conditions and characteristics of the local labour market, providing the knowledge in the scope of employers requirements and the job search methods, acquiring the competences to move around the labour market. The support is carried out during the individual meetings where the specialist directly investigates and verifies the customer's support expectations and contentment. Challenges and difficulties are the result of the grounds change necessity, cultural differences and communication in the foreign language. The continuation of providing of services is planned under the current rules, with extension to group support forms that can contribute to the quicker adaptation on the Polish labour market.

Measure 8	
Overview	
Name	Voivodeship Labour Office in Gdańsk
Type	<i>Programme and systematic measures (multi-year / long term)</i>
Area	<i>Provision of information and counselling</i>
Access	Services related to coordination of the social security systems of EU, EEA countries and Switzerland as well as countries which concluded bilateral international social security agreements are carried out by a specialised control unit, i.e.. The Coordination Department of Social Security Systems of the VLO in Gdańsk and the Branch Office in Słupsk.
Target group	<input type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input checked="" type="checkbox"/> Mainstream labour market integration measure (for all) <i>The services of coordination of the social security systems in the area of unemployment benefits are provided for migrants from EU, EEA and Switzerland and on the basis of bilateral social security agreements for the citizens of Ukraine and Macedonia.</i>
Coverage	Choose an item. If "other", please add further information here

bv	<p>The budget is approx. <i>Please provide approximate budget here</i></p> <p>It is provided by</p> <p>“cost-free operations” – the services are financed from budget means for current activity of the Voivodeship Labour Office in Gdańsk.</p>
Link	<p>http://www.wup.gdansk.pl/bip/artukul/informacja-o-wejsciu-w-zycie-umowy-o-zabezpieczeniu-spoecznym-miedzy-rzeczapospolita-polska-a-ukraina.html</p> <p>http://www.wup.gdansk.pl/bip/artukul/koordynacja-zabezpieczenia-spoecznego.html</p>
Description	
<p>M1.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p><i>i) Elaborate in brief on the conditions and process of accessing for third-country nationals</i></p> <p><i>j) Is the measure voluntary or compulsory? Is it provided free of charge?</i></p> <p><i>k) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</i></p> <p><i>l) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</i></p> <div style="border: 1px solid black; padding: 10px; margin: 10px 0;"> <p><i>As of 1 January 2014, the Agreement on social security has entered into force between the Republic of Poland and the Ukraine that had been signed on 18 May 2012. (Journal of Laws of 2013 item 1373).</i></p> <p><i>Voivodeship Labour Offices in Poland, as the competent institutions perform the Agreement in the area of unemployment benefits, e.g.:</i></p> <ul style="list-style-type: none"> <i>• granting the unemployment benefits, including the Ukraine citizens having the last period of insurance and employment or self-employment in Poland, taking into account, if necessary, periods of insurance completed in Ukraine or in another EU/EEA country, Switzerland;</i> <i>• issuing of the certificates for Ukraine citizens that confirm the periods of insurance and employment or self-employment and pulling the unemployment benefit in Poland in order to submit them to the foreign competent institution.</i> <p><i>The benefits for unemployed who live in Ukraine do not take into account a transfer of unemployment benefits from Poland to Ukraine or to the another EU/EEA country, Switzerland.</i></p> <p><i>The Ukrainian citizen may, on the basis of Agreement, apply for the unemployment benefit in Poland if the last period of employment and insurance or the self-employment in Poland is fulfilled.</i></p> <p><i>The Agreement concerns persons who:</i></p> <ul style="list-style-type: none"> <i>• have been subject to social insurances in Poland and Ukraine, especially when they were employed or self-employed,</i> <i>• have been subject to insurances in one country, and they live in another,</i> <i>• family members applying for the survivor’s pension after the abovementioned persons.</i> </div>	

Benefits covered by the Agreement:

Thanks to the Agreement, persons whose period of insurance and employment or self-employment required to acquire the rights to the unemployment benefit is not sufficient, can acquire this benefit after mentioning the periods of insurance completed in the other country – Party to the Agreement. In such cases, in order to grant an unemployment benefit either in Poland or Ukraine, the period of insurance and employment or self-employment will be aggregated in both countries and the level of benefit will be set pursuant to the country provisions that grants this benefit.

Signing the Polish–Ukrainian Agreement secures the interests of citizens of both countries in the area of acquiring the rights to social security benefits and it allows to solve many issues that they have to face. Provisions of the Agreement shall apply to the employed and self-employed (also in agriculture) persons who are subject to social insurance on the territory of each of the Parties as well as to the members of their families and other authorized persons who remained after the death of their breadwinner. This Agreement is particularly significant for these people to the extent of being entitled to benefits by virtue of unemployment, inability to work and old age.

Poland being bound by the Agreement with Ukraine, which meets international standards for coordination of social security systems, enables Polish and Ukrainian citizens, among other things, the following:

- *payment of social security contributions by persons migrating between Poland and Ukraine for the purpose of finding employment in only one of those countries (avoiding paying double social security contributions or temporary work carried out in the other country),*
- *taking into account of insurance periods completed in Ukraine and in third countries (covered by similar agreements) for the purpose of determining the entitlement and amount of benefits,*
- *transfer of benefits to persons authorized, to their place of residence in Poland or Ukraine, except for unemployment benefits,*
- *protection against the loss of entitlements following from social security, acquired in the other state.*

This agreement facilitates the free flow of persons between the Republic of Poland and Ukraine by ensuring protection against the loss of entitlement by virtue of Polish or Ukrainian insurance periods, after departing one country for another.

As of 1 July 2007, the Agreement on social security has entered into force between the Republic of Poland and the Republic of Macedonia that had been signed on 6 April 2006. Journal of Laws of 2007 No 229 item 1686 Agreement analogous to the aforementioned one

Services are provided free of charge by the Voivodeship Labour Office in Gdańsk

M1.Q2. Please describe briefly the context in which the measure has started:

- k) When was the measure introduced and what was/is its duration?*
- l) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)*
- m) What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)*
- n) When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)*
- o) Key activities*

Pursuant to the Act of 20 April 2004 on employment promotion and labour market institutions (Journal of Laws of 2017 item 1065, as amended) Public Employment Services

in the Pomorskie Voivodeship have participated in coordinating unemployment benefits since 1 May 2004, i.e. Poland's accession to the European Union.

The scope of services provided by the public employment services was extended to cover Ukrainian citizens after the bilateral agreement was signed as of 1 January 2014.

As of 1 July 2007, the Agreement on social security has entered into force between the Republic of Poland and the Republic of Macedonia. Agreement analogous to the aforementioned one

The purpose of implemented regulations is migrants retaining their acquired rights.

Making use of services provided by the Voivodeship Labour Office in Gdańsk is voluntary, a migrant may at any time apply for the services of the Voivodeship Labour Office.

M1.Q3. Please briefly describe the implementation modalities, notably:

- g) By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- h) If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- i) How and by whom is it promoted to third-country nationals?*

M1.Q4. Please briefly describe the impact of the measure and notably:

- k) Did it meet the anticipated objectives? YES/NO/Partly*
- l) What are the main outcomes*
- m) Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- n) Challenges during implementation and remedies applied*
- o) Likelihood of continuation of the measure. If discontinued, please explain why*

Introduction of services pertaining to the coordination of social security systems due to unemployment meets its assumed objectives, supports the flow of migrants and safeguards the rights they acquired.

Monitoring the number of cases considered by the Voivodeship Labour Office in Gdańsk is conducted continuously i.e. statistical reports are drawn up each time at the end of each month and at the end of the calendar year.

Providing services pertaining to the coordination of social security systems due to unemployment will continue in the coming years, assuming that the regulations governing this area remain in force.

1.3 PRIVATE SECTOR INITIATIVES TO FACILITATE LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS

This section aims to produce a first insight from across a number of Member States and private sector contexts in the form of case studies to identify examples of good or promising practices in private sector initiatives for facilitating access and/or retention of third-country nationals in employment.

Case studies should include initiatives **initiated** by the private sector regardless of whether funding is fully or only partly provided by the private sector (i.e. supported by contributions from external funds including public funds) to third-country nationals within the scope of this study. Measures may include initiatives implemented by private actors alone or in cooperation with third parties as for instance employee or employer organisations, chambers of commerce, NGOs, etc.

The questions should be answered by each NCP and limited to examples from **two industry sectors** (in-exhaustive list below) and for each industry sector chosen NCPs should report on **up to three case studies (total of maximum 6 case studies per Member State)**. You may want to select measures across the different **labour integration areas** (1-7) and the **types of measures** (1-3) summarised in Section 2.2.

Please aim to have a **'representative' group of measures** from small/medium/ large enterprises. Notably, identify examples focussing on **different target groups** (low-medium-skilled, seasonal workers, etc.) as well as on **different sizes of enterprises** from the selected sectors.

Case studies should be based on desk research, secondary data and where appropriate consultation with relevant stakeholders, for example national or European chambers of commerce, employer and employee organisations, etc.²

² The Signature of the European Partnership on integration between the European Commission and representatives of Economic and Social partners at EU level, can be a useful reference for taking contact with national representatives of Economic and social partners: https://ec.europa.eu/home-affairs/sites/homeaffairs/files/e-library/documents/policies/legal-migration/integration/docs/20171220_european_partnership_for_integration_en.pdf; it has been translated into all EU languages.

Size of Private Sector Organisation

1. Micro: <10 Employees
2. Small: 10 – 49 Employees
3. Medium: 50 - 249 Employees
4. Large: >250 Employees

Example Categories

1. Low-skilled workers
2. Medium-skilled workers
3. High qualified workers
4. Seasonal workers
5. Family members of nationals and third-country nationals
6. Domestic workers

Type of Private Sector Organisation

1. National
2. International (e.g. with subsidiaries in the Member State)

Industry Sectors

- | | |
|---|--|
| <ol style="list-style-type: none"> 1. Agriculture, forestry and fishing 2. Energy and water 3. Manufacturing 4. Construction 5. Wholesale and retail trade, hotels and restaurants | <ol style="list-style-type: none"> 6. Transport and communication 7. Financial and business services 8. Public admin, education and health 9. Domestic work sector 10. Other services |
|---|--|

Q13. Based on brief desk research of secondary resources and consultations with relevant stakeholders, are you aware of any private sector initiatives supporting or facilitating the labour market integration of third-country nationals in the scope of this study, within your MS? (Yes/NO).

In case of the Pomorskie Voivodeship the private sector is involved, with the example indicated being the organization "Employers of Pomerania (*Pomorskie*)" - organization of entrepreneurs and employers, which brings together companies mostly from the Pomorskie Voivodeship. On 27.03.2018 the Regional Offices of the City of Gdańsk and "Employers of Pomerania (*Pomorskie*)" were opened in Lviv.

Q14. Which industry sectors were the case studies selected from and on what grounds has the selection taken place? Please indicate a maximum of two sectors.

"Employers of Pomerania (*Pomorskie*)" is an organization, which brings together companies

Please fill out the table describing private sector measures and please copy the table below for further measures.

Private Sector - Measure 1	
Overview	
Name	Employers of Pomerania (<i>Pomorskie</i>)

Company size	<i>Large: >250 Employees</i>
Company type	<i>National</i>
Sector	<i>Other services</i>
Area	<i>Provision of information and counselling</i>
Access	Aiding in the recruitment of Ukrainian employees for Pomorskie companies and building business, academic and tourism contacts with Lviv and the Lviv region. On 27.03.2018 the Regional Offices of the City of Gdańsk and "Employers of Pomerania" were opened in Lviv
Target group	<input checked="" type="checkbox"/> <i>Low skilled,</i> <input checked="" type="checkbox"/> <i>Medium skilled,</i> <input checked="" type="checkbox"/> <i>High skilled</i> <input checked="" type="checkbox"/> <i>Specific group such us vulnerable, young, female, seasonal workers, etc.</i>
Coverage	Local (region, province, municipality) <i>If "other", please add further information here</i>
Budget	The budget of this undertaking is unknown to us. Direct contact should be made with the organization "Employers of Pomerania (<i>Pomorskie</i>)". <i>It is provided by Please provide funding body here (i.e. State, EU funds, donations/private funding, other)</i>
Link	<i>http://pracodawcypomorza.pl/ukraina/</i> <i>http://www.gdansk.pl/wiadomosci/Gdanska-flaga-we-Lwowie-Miasto-otworzylo-mala-ambasade-w-dzielnicy-Frankiwskiej,a,105113</i>
Description	
<p>PSM1.Q1. Please briefly describe the main feature of the measure, notably:</p> <p>a) <i>Targeted phase of employment (attracting/hiring third-country nationals, early career support, continual development, facilitating access to national professional networks)</i></p> <p>b) <i>Objective and main activities</i></p> <p>c) <i>Cooperation framework (for instance if the measure is implemented in cooperation with third parties, including employees or employers' organisations, chambers of commerce, NGOs etc.</i></p> <p>d) <i>How can third-country nationals access the measure? Are they selected?</i></p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p>Information concerning this undertaking is described above, as well as on the aforementioned internet sites (links).</p> </div> <p>PSM1.Q2. Please briefly assess the impact of the initiative, namely:</p> <p>a) <i>Describe if the measure has been evaluated and if so what were the findings, what monitoring and evaluation tools (self-evaluation, external evaluation...) have been used (please specify indicators used if possible)</i></p> <p>b) <i>Elaborate on achievements of set objectives and main outcomes</i></p> <p>c) <i>Elaborate on challenges and remedies adopted (e.g. structural barriers/facilitators, levy schemes-grants to compensate funding gaps, taxation incentives etc.)</i></p>	

	The Regional Offices of the City of Gdańsk and the "Employers of Pomerania (<i>Pomorskie</i>)" in Lviv just recently started their activity and hence it is difficult to assess the results of this initiative.	
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Private Sector - Measure 2	
Overview	
Name	EWL - East West Link
Company size	<i>Medium: 50 - 249 Employees</i>
Company type	<i>International (e.g. with subsidiaries in the Member State)</i>
Sector	<i>Other services</i>
Area	<i>Tailor-made to specific group of third country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)</i>
Access	building, developing and augmenting a professional link between the European employers and the employees from Eastern European and Asian countries; handling employment deficiencies of the employers and the simultaneous support for foreign labour societies, striving to find their professional haven in Poland; creating business bonds that guarantee to clients high competitiveness.
Target group	<input type="checkbox"/> Low skilled, <input checked="" type="checkbox"/> Medium skilled, <input checked="" type="checkbox"/> High skilled <input type="checkbox"/> Specific group such as vulnerable, young, female, seasonal workers, etc.
Coverage	International <i>If "other", please add further information here</i>
Budget	<i>It is provided by Please provide funding body here (i.e. State, EU funds, donations/private funding, other)</i>
Link	http://www.ewlhr.eu/ www.bezpiecznapraca.info.pl
Description	
<p>PSM1.Q1. Please briefly describe the main feature of the measure, notably:</p> <p>e) <i>Targeted phase of employment (attracting/hiring third-country nationals, early career support, continual development, facilitating access to national professional networks)</i></p> <p>f) <i>Objective and main activities</i></p> <p>g) <i>Cooperation framework (for instance if the measure is implemented in cooperation with third parties, including employees or employers' organisations, chambers of commerce, NGOs etc.</i></p> <p>h) <i>How can third-country nationals access the measure? Are they selected?</i></p>	
The project "Safe work in Poland" implemented in 2014-2015 was directed to Ukrainian citizens undertaking work on the territory of the Republic of Poland. The aim of the project	

was to raise awareness of rights and obligations and the benefits of legal employment among foreigners, as well as to limit the number of frauds by dishonest employers.

PSM1.Q2. Please briefly assess the impact of the initiative, namely:

- d) Describe if the measure has been evaluated and if so what were the findings, what monitoring and evaluation tools (self-evaluation, external evaluation...) have been used (please specify indicators used if possible)
- e) Elaborate on achievements of set objectives and main outcomes
- f) Elaborate on challenges and remedies adopted (e.g. structural barriers/facilitators, levy schemes-grants to compensate funding gaps, taxation incentives etc.)

The project included:

- Free vocational training with a guarantee of employment by a Polish employer;
- Free educational workshops in the field of job security in Poland;
- Free legal and professional counseling in a consultative point open in Warsaw
- Free guide materials and access to expert advice at www.bezpiecznapraca.info.pl

Conclusions (optional)

Q15. With regard to the aims of this study, what conclusions would you draw from your findings?

Note: The text in this part will serve as a source when compiling the synthesis report.

At the moment in Poland there is no separate policy regarding the inclusion of foreigners through the market, although the Polish government sees the importance of this topic. Currently, a new migration policy is being discussed and part of it is planned to be the issue of integration of foreigners.

It should be emphasized that in March this year "Socio-economic priorities of migration policy" were adopted. It is a document that specifies objectives, basic directions of labor migration policy in socio-economic terms, main target groups relevant from the point of view of the Polish market. The Ministry of Investment and Development is responsible for this area along with the Ministry of Family, Labor and Social Policy.

You must also keep in mind the document entitled "The Responsible Development Strategy", which indicates the shortage of qualified staff which causes an increase in the importance of migration processes and the need to prepare an effective strategy for managing human capital flows.

Despite the lack of a single coherent document, which would focus merely on the integration of foreigners through the labor market, it should be noted that there are initiatives at the local level such as activities undertaken for instance in Gdansk, Warsaw or Lublin. Although Warsaw is the main city where migrants come to, the capital city does not run the largest number of integration activities that consciously encourage people to come and look for a job.

An initiative worth paying attention to was the establishment of an Inter-Enterprise Trade Union of Ukrainian Workers in Poland. Although its main role is to protect the rights of employees, it also helps foreigners to get to know better the Polish labor market and integrate them with the society by learning Polish or helping them find a flat.