

SUMMARY OF ACTIVITIES

PoMOCna KAWA #6



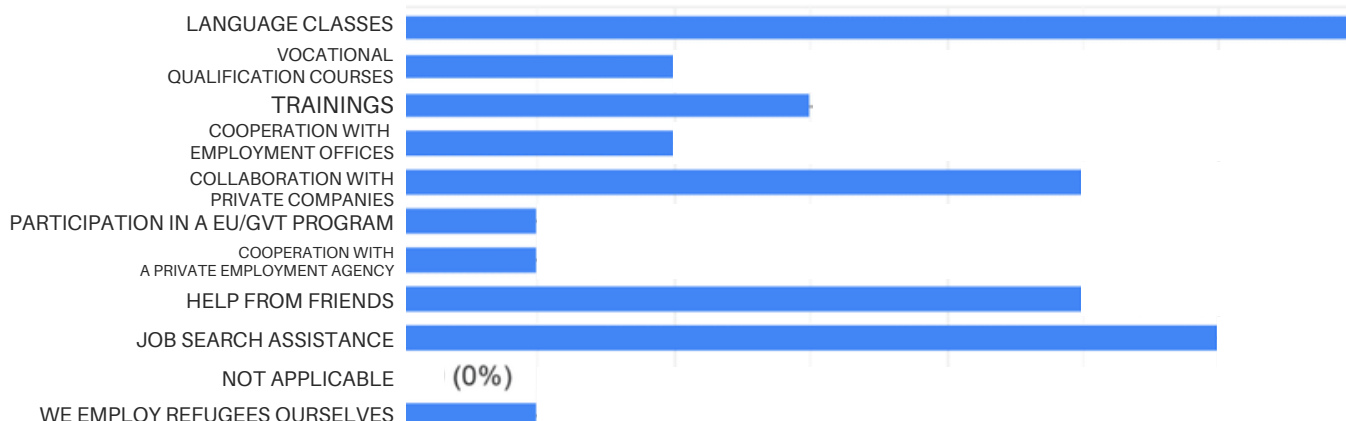
VOCATIONAL ACTIVATION

22 22 ORGANIZATIONS PARTICIPATED IN THE MEETING (Alivia Foundation, Cup of Polish Foundation, Caritas Szczecin, Fundacja Integracji i Rozwoju Cudzoziemców w Polsce, Finansova/Indigo Foundation, Mudita Kraków, Fundacja na Zakręcie, Wolno Nam Foundation, Fundacja Leny Grochowskiej, Noclegi przy Szpitalu, New Story Foundation, Ukrainian House in Warsaw (Ukraiński Dom w Warszawie), Jewish Community Centre, Freedom Space Foundation, Edukacja z Wartościami Foundation, LifeBus Foundation, Kobiety Wędrownie Foundation, Ashoka Foundation, NGO Forum "Razem", CPH My z Wami, CultureLab Foundation and others).

Ways to help with vocational activation

Nearly all of the 22 organizations that participated in the recent PoMOCna Kawa talks has a different way of making Ukrainian refugees enter the workforce. Foundations support job seekers by working with government offices, local governments or private employment agencies. In doing so, they quite often provide refugees with psychological support. Other key activities include: assistance with the creation and completion of recruitment documents and their possible translation, support in the search for suitable job offers or interview training. From our interviews, it appears that a very important aspect of professional activation of Ukrainian women and men is learning the Polish language. It can be a good solution to employ refugees in one's own foundation, if possible.

HOW DOES YOUR ORGANIZATION HELP REFUGEES WITH VOCATIONAL ACTIVATION?

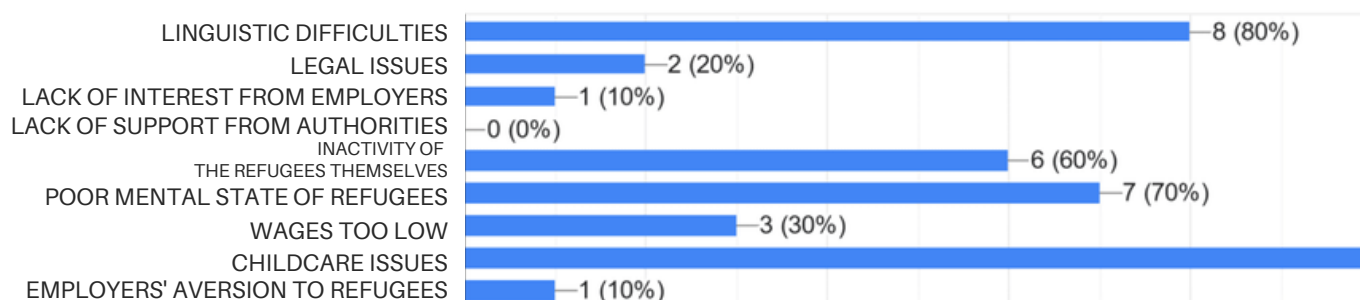


Qualitative survey of Mapuj Pomoc from 8.11.2022, conducted on a group of 22 NGOs conducting housing assistance activities

Problems in the activation process

The most common problems faced by activists trying to support refugee women in their search for work is the lack of an organized childcare system. Some foundations try to help by organizing classes for children, but most do not. Another difficulty is the inadequate knowledge of the Polish language among refugees. At the moment, the demand for Polish language courses is so great that organizers lack teachers, premises and educational materials. The poor mental state of Ukrainian women is a yet another problem. They are separated from their families and oftentimes feel lonely. It happens sometimes that all the difficulties they have to overcome in a foreign country in order to only provide a basic standard of living for themselves and their children simply overwhelm them. Many of those who remain in Poland do not want to take on any jobs because they believe that their return to Ukraine is imminent. Thus, they see no point in organizing their lives here. This is an important reason for their inactivity and difficulty in integrating them into the Polish society, as well as making it difficult for them to seek and find employment.

WHAT KIND OF PROBLEMS DO YOU FACE WHEN ASSISTING WITH JOB ACTIVATION?



Qualitative survey of Mapuj Pomoc from 8.11.2022, conducted on a group of 22 NGOs conducting housing assistance activities

How education influences job opportunities

According to the report of the sociological study "Refugees from Ukraine - professional activation in Poland and Germany" (conducted by the EWL Migration Platform, the EWL Foundation for Support of Migrants on the Labour Market and the Centre for East European Studies at the University of Warsaw), as many as 46% of refugee women residing in Poland have a university degree. However, due to a lack of familiarity with the language, they cannot perform work that would be adequate to the level of their education. Thus, they are condemned to perform work that is below their qualifications. Knowing the language of the country in which one lives is extremely important. It gives the opportunity to communicate without misunderstandings or confusion. It allows one to express oneself and present one's abilities and skills to the fullest. Above all, it builds self-confidence. This is something many people are deprived of.

What kind of support do organisations require?

Participants mentioned such problems as: not enough volunteers or specialists (e.g., Polish language teachers or psychologists who speak Ukrainian). According to the results of our survey, the most important needs of the organization, related to the issue of professional activation are:

- Ongoing financial support to plan aid activities for the long term
- Assistance in organizing courses and trainings
- Free premises for conducting classes
- Direct access to employers
- Access to information on job opportunities
- A variety of job offers (full-time but also only for a few hours a day)

CONTACT: If you want to get in touch with a specific organization, email mapujpomoc@culturelab.pl. We also encourage you to join the closed group for NGOs, where we share knowledge and resources, seek inspiration, and let you know about grants: <https://www.facebook.com/groups/mapujpomoc>

Success stories and contact information

Finansova/Indigo Foundation

very efficiently organised the language learning process by dividing the course participants into groups according to their professions. So it came to being that different groups were formed: accountants, doctors, psychologists, teachers and people working in services, who all learned together. Such division makes it easier for the ladies to understand each other's situation, make friends and support each other in their job search.

Besides, Finansova/Indigo runs a program of financial support for people with refugee experience located in Poland. It is worth taking a look at their website finansova.org

Lubuskie Centre for Migrant Women

is just starting the "Teach me something new" program. It's an organization that operates in a small town, and for that reason it's very difficult for them to get grants. Therefore, it had to learn to manage on its own. "Teach me something new" is designed to bring together refugee and migrant women who want to share their knowledge and skills with other women. The teachers operate on a volunteer basis. The program gives the participants an opportunity to improve their knowledge and skills in many areas, and it is free of charge. More than 50 willing speakers have already signed up for it. For the Ukrainian women-teachers, it's an opportunity to build their self-esteem, especially when they can't pursue a profession in which they were trained.

The Hearty Foundation

organizes activities for children, but decided to do something for the mums, as well. It offered them Polish language classes. As has happened in many other places, the women gave up after a few lessons or stopped coming regularly. In order to combat poor attendance, the participants were offered to receive a certificate – an official certification of completion of the course. Obtaining such a document – it can be presented to certify skills when applying for a job, for example – encouraged active participation. The grade one would get depended, in turn, on the level of attendance. Participants therefore come to the lessons regularly. Mums can come to the classes with their children and leave them in good care, while they themselves learn.

The New Story Foundation

assumes that the best way to mobilize action is to bring in refugee leaders with similar experiences. Ukrainian women and men often feel that those working in government offices, and even in NGOs, do not understand their situation. The source of advice is important – regardless if it is on finding a job or finding housing – and they treat information coming from people who have also been affected by the refugee experience differently. Such people working in vocational activation programs are the real and best support for Ukrainian citizens. The New Story Foundation also recommends working with social enterprises. Social enterprises can take various legal forms: social cooperatives, associations, foundations or non-profit companies. They have one thing in common – all surpluses related to the operation of the business are invested in such organizations to achieve their goals, such as the social and professional integration of the enterprise's members, or activities that would benefit the local community. Such establishments offer a real opportunity for refugees' professional activation.

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