



Ministry of Family, Labour and Social Policy
Republic of Poland

"Integration under Crisis Conditions: Lessons from Poland".

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Department of Social Integration
Tallin, May 28, 2025



TPD is transposed onto Polish national law

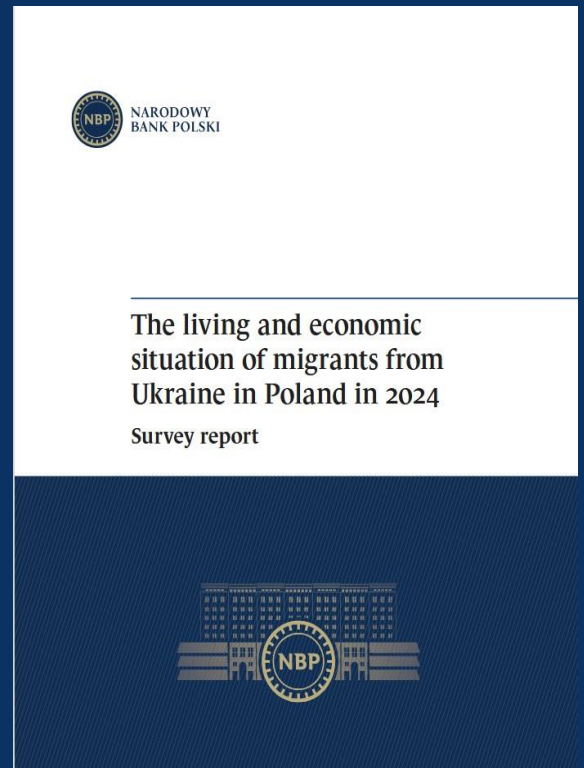
- The EU required its member states to implement TP as stipulated by the Temporary Protection Directive (TPD) activated in March 2022.
- According to the TPD, Poland has granted TP holders **almost all the same rights to the employment, social welfare, education, medical care as their own citizens** but refugees from Ukraine can lose their TP status if they leave their host country for more than a defined number days (30 continuous days in the case of Poland).
- In order to use this solution in area of labour market, an employer will have to notify, via **the praca.gov.pl portal**, to the competent labour office within 14 days of employing a foreigner.
- Ukrainian TP citizens are also be able to undertake and carry out economic activity (self-employment) on the territory of Poland, provided that they obtain a PESEL number.





What is the the situation of Ukrainian migrants on the labor market? (Survey by Narodowy Bank Polski (NBP) 2022-2025)

- ✓ Ukrainian immigrants from Ukraine are very active in the Polish labor market.
- ✓ The share of those working or looking for work among Ukrainian migrants is 78% (mainly due to the employment of pre-2022 Ukrainian immigrants).
- ✓ The unemployment rate among Ukrainian migrants is much higher among Ukrainian refugees compared to immigrants arriving before 2022.
- ✓ We need to pay more attention to the gender dimension of migration
- ✓ A large proportion of Ukrainian refugee women seek only part-time jobs due to the need to care for children or the elderly.
- ✓ The structure of labor demand results in higher-paid immigrant labor, where men are more likely to work.
- ✓ The median wage of immigrant men and women is 25%. This makes the economic situation of refugee women in Poland more difficult



Good practice from Poland: professional activation and diploma recognition

The role of government institutions and social partners



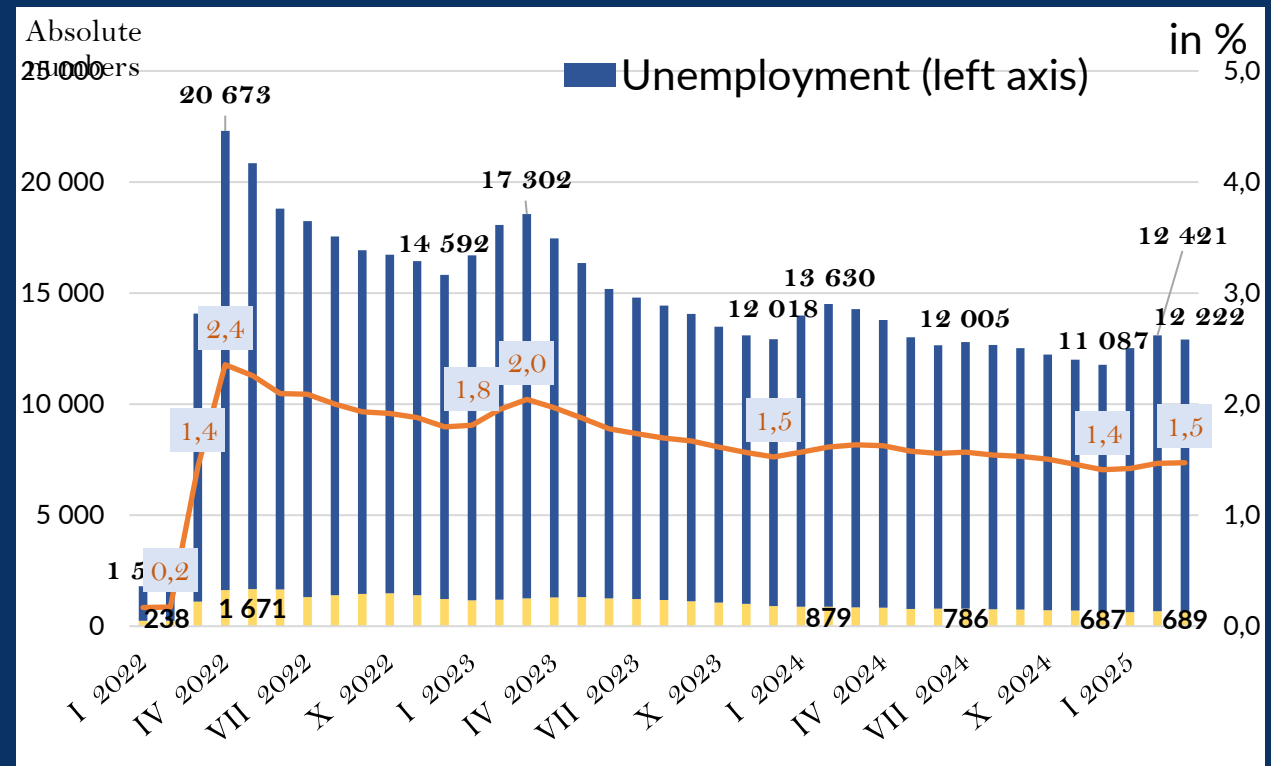
The role of Poviats Labour Office of activation of unemployed and job seekers.



- organise and finance vocational trainings, including in the Polish language, for third-country nationals registered in the labor offices.
- Some of the vocational training courses may also have a special language component (e.g. improving knowledge of the Polish language of the industry).



The number of Ukrainian unemployment refugees (March, 2025. MRPiPS, DRP).





The Poviats Labour Office may also finance:

- (a) the costs of confirming the acquisition of knowledge and skills or the costs of obtaining a document confirming the acquisition of knowledge and skills,
- (b) the fee charged by higher education institutions for nostrification proceedings and proceedings to confirm the completion of studies at a given level,
- (c) the fee for the conduct of proceedings and the issuance of a decision on recognition of professional qualifications to pursue a regulated profession or to engage in or pursue a regulated activity.





Identified key barriers with regards to nostrification

- ✓ Duration of the proceedings (they also often require e.g. the applicant to fill in curriculum gaps, etc.);
- ✓ Difficulties in identifying fitting university/faculty where the study programme will be most similar to that completed in the country of origin (this does not apply to medical sciences);
- ✓ A negative decision of the nostrification procedure does not mean that the diploma cannot be nostrified in Poland, as each university decides on the curriculum/content of the qualification itself.
- ✓ However, this requires arduous and personal involvement in searching for a correct university (in the absence of some central database – the Integrated Register of Qualifications does not fulfil this function in the case of higher education qualifications).





QUALIFICATOR SYSTEM

- ✓ created by NAWA Bureau of the Recognition of Education in 2019.
- 350 000 hits has been recorded (2019-2025);
- ✓ Contains qualification from 84 countries worldwide;
- ✓ Increasing admission y/y by an average of 30%;
- ✓ Only diplomas that are recognised are in the data base;
- ✓ This Contact: kwalfikator@nawa.gov.pl





Polish Center for International Aid – took off in 2024.

- Nostrification of Ukrainian female teachers who want to work in educational institutions in Poland.
- Join program of the PCPM and Mosakovsky Family Foundation.
- The Foundation helps complete and translate documents
- PCPM & MFF help direct contacts universities.
- PCPM will help 350 refugees women to have their diploma nostrified.
- Polish educational institutions have been struggling with staff shortages for a long time. On the one hand, the program is an opportunity for refugee women to take up jobs in line with the education they received in Ukraine. On the other hand, it is also an opportunity for Polish schools and kindergartens to hire experienced female pedagogues, psychologists, or mathematicians.



Kwalifikacje ponad granicami. Uznawanie ukraińskich dyplomów i kwalifikacji w Polsce. Qualification across borders. Recognition of Ukrainians diplomas and qualifications in Poland

- Presented: **May 27, 2025**
- Commissioned by CARE Poland
- Support of Steering Committee: Right2 Protection, PCPM, IOM, SGH, CARE PL;
- legal analysis, an online survey of refugees, interviews with representatives of institutions relevant to the recognition procedures and case studies from three deficit sectors: education, health care and logistics. Prepared by the Centre for Social and Economic Research (CASE),
- the report includes the identification of barriers and a list of concrete recommendations to improve the process.



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Centrum
Integracji
Cudzoziemców

Foreigners' Integration Centers (CIC) project coordinated by MRPiPS, DIS



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What are the CIC?

Institutions aimed at supporting foreigners in the process of integrating into Polish society (2022 pilot project, 2025-2029 new edition).



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The program envisions the establishment of Centers in **44 former provincial capitals across Poland**. These centers will provide comprehensive integration assistance, tailored to the local needs of both foreigners and the host society



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Their main objective is to facilitate their adaptation in Poland by offering a variety of services and support.



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The CICs will operate based on the **One-Stop-Shop model**, bringing together services in language education, social assistance, long-term residence legalization, development of professional skills and healthcare advice **in one place**.



Program “Together We Can Do More – the Activation Program for Foreigners



- The call for proposals was announced on February 25, 2022;
- Under the Call for Proposals, local governments, NGOs and labor market institutions could apply for funds from the Labor Fund (from 300 thousand to 1.5 million zlotys) for vocational activation and integration of foreigners;
- By March 21, 2022, a total of 873 bids were submitted for an amount exceeding 1 billion zlotys. Most of the submitted bids were at a very high level, so Minister of MRPIPS decided to increase funding from the planned PLN 40 million to PLN 104 million;
- Over the full period of the first edition of the Program, more than 73,000 foreigners were covered by assistance activities, according to the accepted final reports of bidders;
- 66% projects were related do the prioroty of social integration and activity, 34% to vocational activation.





The key role of women led organizations in supporting Ukrainian refugees

- The crucial role of the Ukrainian women organization during the time of war crises in provision of humanitarian support.
- Wide range of actors including grassroots initiatives, business, trade unions and state institutions (not only traditional forms of evacuation, food, access to housing and provision housing and provision of information and legal advice, but also psychosocial initiatives that provide spaces for collective emotional and intellectual engagement).
- In Poland, Ukrainian women's led initiatives and organisations provide aid for Ukraine and act as points of first contact and holistic support for a wave of refugees itself largely composed of Ukrainian women



Economic Resilience – a hybrid model

- ✓ Developing a **hybrid model**: combined emergency humanitarian aid with stabilisation initiatives aimed at fostering long-term resilience.
- ✓ A defining feature of this approach was the integration of direct aid with capacity-building programs.
- ✓ Implemented skills training, business development support, and retraining programs for women affected by the war, teaching them how to navigate state assistance systems, prepare official requests, access public resources, and help them achieve independence and stability

The pathway for long-term recovery and economic resilience

- „We teach women how to start small businesses, apply for microgrants, and retrain for jobs in demand.

It's not about survival; it's about helping them thrive in new circumstances”.

Programs reflected a broader commitment to creating pathways for long-term recovery and economic resilience, addressing not only the symptoms of displacement.



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Pracy i Polityki Społecznej

The reports on assistance of Ukrainian refugees in Poland



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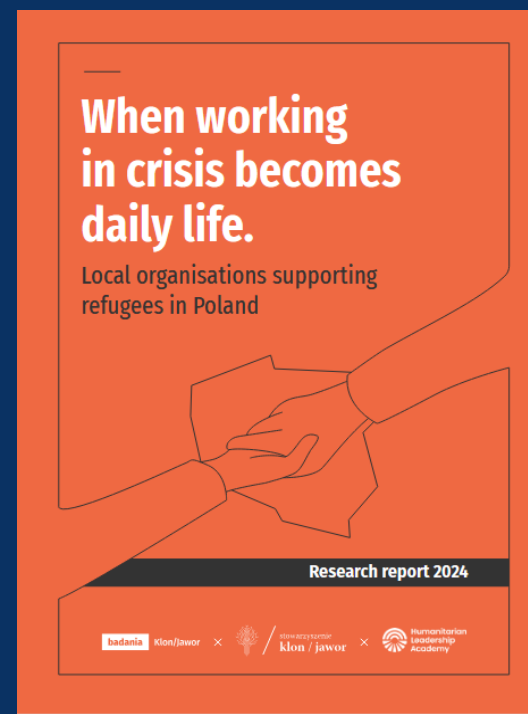
UKRAINIA HOUSE/ Український Дім



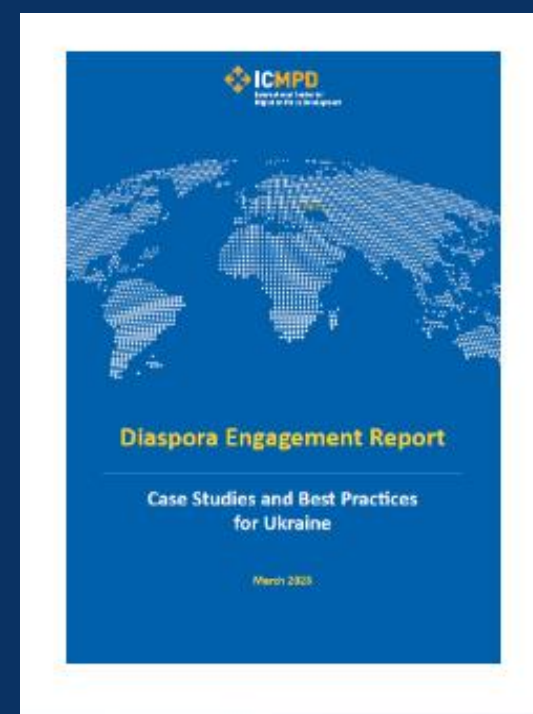
MAPUJ POMOC



KLON/JAWOR



ICMPD





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Create aid maps and support organizations
refugees, migrants, flood victims, and others.
<https://mapujpomoc.pl/en/>

mapuj.
pomoc

86


organizations within the Mapuj Pomoc Network

52

categories and subcategories of support

6272

places providing assistance



Przeglądaj mapy i znajdź pomoc, której szukasz

Przybywasz do Polski z innego kraju? Szukasz wsparcia lokalnie? Potrzebujesz pomocnych infolinii i źródeł online?

- Sprawdź interaktywne mapy, aby znaleźć wsparcie
- Czytaj pomocne artykuły i szukaj interesujących Cię wydarzeń

www.mapujpomoc.pl

Pobierz aplikację i znajdź pomoc zawsze i wszędzie

Android

1. Wyszukaj na mapujpomoc.pl
2. Kliknij "Pobierz aplikację" w górnym menu
3. Kliknij "Zainstaluj"

iOS

1. Wyszukaj na mapujpomoc.pl w Safari
2. Kliknij przycisk "Pobierz" w górnym menu
3. Kliknij "Otwórz do ekranu głównego"


Wersje językowe Mapuj Pomoc:

powered by Mapuj Pomoc aktualności

informacje kampania

Kampania informacyjna Mapuj Pomoc: nowe mapy, wersje językowe i aplikacja

5 maja 2025



mapuj.
pomoc

W poszukiwaniu bezpiecznej przystani – aktualizacja mapowania

Ośrodki zbiorowego zakwaterowania osób uchodźczych z Ukrainy w Polsce

to·proste FUNDACJA IOM UN MIGRATION

powered by Mapuj Pomoc aktualności

raporty

Nowy raport „W poszukiwaniu bezpiecznej przystani – aktualizacja mapowania. Ośrodki zbiorowego zakwaterowania osób uchodźczych z Ukrainy w Polsce”

RECOMMENDATION

- **Strengthening communication with organizations affected by the funding crisis**
Coordinated efforts between the sector and the government are essential to present the real effects of the staffing and financial crisis on the social support system.
- Creation of a bridging or emergency fund, with particular emphasis on the financial needs of organizations supporting vulnerable groups.
- **Prioritization of support for organizations assisting highly vulnerable groups**
Mapping service provision gaps.
- **Tackling desinformation.**
- **Investing in organizational resilience**
In the long term, efforts should focus on developing crisis planning capacity, diversifying funding sources, and professionalizing NGO management.



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Thank you very much

Tänan teid tähelepanu eest



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