

The NLI's communication activities and advice for refugees from Ukraine taking up work in Poland

Poland

GENERAL INFORMATION	
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Please indicate the Member State you are located in	Poland
Name of the organisation and address	National Labour Inspectorate (NLI), State Labour Inspection, 28/30 Barska St., 02-315 Warsaw, Poland www.pip.gov.pl
Type of body/organisation	Labour Inspectorate at National Level
GOOD PRACTICE - GENERAL INFORMATION	
Title of the good practice	The NLI's communication activities and advice for refugees from Ukraine taking up work in Poland
Geographical focus	Nation-wide
Duration	April 2022 - ongoing ¹
Summary of the good practice	The "National Labour Inspectorate's (NLIs) communication activities and advice for refugees from Ukraine taking up work in Poland" was initiated in response to the outbreak of war in Ukraine on 24 February 2022. The State Labour Inspection, together with its 16 District Labour Inspectorates started to carry out information activities for Ukrainian refugees to ensure that they obtain the basic knowledge of the applicable labour law provisions and become more aware of the

	<p>possible risks in labour relations. They did so by approaching Ukrainians already at the border crossing as well as visiting temporary accommodation facilities, informing them about basic requirements regarding the employment relations and basic labour rights, thereby contributing to their chances of finding lawful employment.</p>
<p>OBJECTIVES AND ACTIVITIES</p>	
<p>Background/context</p>	<ul style="list-style-type: none"> ▶ The outbreak of war in Ukraine and the subsequent arrival of high numbers of Ukrainian refugees in Poland triggered the Polish Labour Inspectorate to start their initiative “NLIs communication activities and advice for refugees from Ukraine taking up work in Poland”. ▶ The initiative is extremely relevant as more than 7.5 million Ukrainian refugees have entered into Poland since the invasion of Ukraine in Russia on 24 February 2022, with over 1,5 million registering for protection in Poland¹. Information about the Polish labour market as well as rights and duties of both employers and employees reduces the risk of exploitation and abuse at work of Ukrainian refugees or of entering into unlawful activities. ▶ This practice is based on a wider strategy which the National Labour Inspectorate developed in response to the increasing arrival of Ukrainians to Poland (“Strategy of the National Labour Inspectorate’s operations in the situation of increased inflow of foreigners to the territory of Poland following the war in Ukraine”). ▶ The rationale behind the initiative was that many of those crossing the border would stay for an unforeseeable period of time and be in need of opportunities for income generation or simply interested in taking up work. ▶ Refugees who fled recently may be at particular risk of labour exploitation or of entering unlawful work relationships. The measure addresses this situation by

¹ UNHCR, Ukraine refugee situation, Refugees from Ukraine registered for Temporary Protection or similar national protection schemes, [Situation Ukraine Refugee Situation \(unhcr.org\)](https://www.unhcr.org/situations/ukraine/), accessed on 4 December 2022

	<p>providing basic information of the applicable labour law provisions to Ukrainian refugees and making them more aware of the possible risks in labour relations.</p>
<p>Objectives</p>	<p>General Objective:</p> <ul style="list-style-type: none"> ▶ Improve the possibilities of Ukrainian refugees in Poland to engage in lawful employment relationships and reduce the risk of exploitation and abuse at work. <p>Specific Objective:</p> <ul style="list-style-type: none"> ▶ Increase the availability of knowledge about the existing labour law and provisions on the legality of employment for Ukrainian refugees.
<p>Main activities</p>	<ul style="list-style-type: none"> ▶ The main activities of this initiative consist of information sessions to equip Ukrainian refugees with the knowledge they need to enter into lawful employment relationships in Poland. ▶ District Labour Inspectorates all over Poland carry out educational and advisory initiatives for Ukrainian nationals during sessions that are organised at border crossings, in temporary accommodation for Ukrainian refugees, as well as offices and institutions cooperating with the NLI. Each District Labour Inspectorate operates individually and is free to decide on the exact format, scope and frequency of such information sessions. ▶ In March 2022ⁱⁱ, an information session for Ukrainian nationals was arranged on the premises of Pomorski Division of Farming Advisory Centre. At the meeting, a labour inspector from the Gdańsk District Labour Inspectorate, supported by a Ukrainian-speaking interpreter, presented issues related to the employment legality and the competence of authorities dealing with such issues. He also explained employment forms applicable in Poland and the Polish legislation on the assistance to Ukrainian nationals and shared relevant information websites. In that occasion leaflets in Ukrainian language, for example on contracts for assistance in harvesting, or on the differences between employment and civil-law contracts, were distributed ▶ In May 2022, a labour inspector from the Gdańsk

	<p>District Labour Inspectorate attended an integration meeting as part of the cycle “My opportunities here and now”² at the Caritas Assistance Centre in Gdańsk delivering a presentation about forms of employment in Poland, the legality of employment of Ukrainians, unregistered work, and differences between gross and net salaries, for an audience of 20 Ukrainians.</p> <ul style="list-style-type: none"> ▶ The Olsztyn District Labour Inspectorate installed a reception and information point for Ukrainian refugees, offering legal advice on the legality of employment of foreigners. This point also serves for the distribution of leaflets and brochures in Ukrainian with useful information for foreigners recently engaged or intending to take up a job in Poland. Furthermore, on roll-ups, information on other places offering assistance and legal advice concerning labour law and the legality of employment is promoted. ▶ The Szczecin District Labour Inspectorate produced an educational video film for Ukrainian nationals (with subtitles in Ukrainian), which answered the questions on taking up lawful work in Poland in a simple and clear way. The video was shared with local media, institutions and associations helping Ukrainians, and it is also available on ‘YouTube’. ▶ The NLI’s website offers materials in Ukrainian on the rules for working in Poland, including practical tools such as Polish-Ukrainian forms of employment contracts and bilingual information on the terms of employment, which may be of great help especially to smaller companies. The website also provides answers to the most frequent questions, and videos with advices (with subtitles in Ukrainian).
Relevance	The practice aims at raising awareness about the legislation regulating different forms of employment in Poland.
Funding/organisational resources	This practice is funded by district labour inspectorates within their own budget allocated to communication activities.

² A series of communication events organised for Ukrainian refugees by the Assistance Centre for Migrants and Refugees operated by Caritas Poland.

PARTICIPATION	
Stakeholders involved	<ul style="list-style-type: none"> ▶ State Labour Inspection, General Labour Inspectorate, Legality of Employment Department ▶ District labour inspectorates
Target groups	▶ Refugees from Ukraine in working age
Final beneficiaries	The immediate beneficiaries of the practice are the Ukrainian refugees working in Poland and their families.
ACHIEVEMENTS & RECOGNITION	
Results and outcomes	<p>The practice is relatively new and has not been evaluated yet. Similarly, statistical data is not available at the moment and a systematic analysis of results has not yet been carried out. However, the practice may undergo a statistical evaluation in 2023 in connection with the drafting of the annual report of NLI's activities in 2022.</p> <p>Informal feedback, for example from beneficiaries, shows that the practice is responding effectively to a real and urgent demand.</p> <p>It is estimated that the initiative reduces the dependency of Ukrainian refugees from support of aid and relief organisations or Polish government authorities. This practice can also have an important effect on the psychosocial well-being of Ukrainian refugees as starting a job can help their integration and boost the feeling of 'being at home'.</p>
Recognition – national or regional level	The practice has not been recognised at the national level.
Recognition – outside your MS	The practice has not been recognised at EU or international level.
Cost effectiveness	The cost effectiveness of this practice is very high as the need for investments is low: besides the human resources (i.e. working hours of labour inspectors dedicated to providing information to Ukrainian refugees), minimal costs only occur for public information such as the printing and distribution of leaflets. Also, a high return on investment can be expected as the initiative empowers Ukrainian refugees to become self-sufficient

	through finding work in Poland.
Transferability	This practice could be easily transferred to other countries with high numbers of (Ukrainian) refugees and it may in fact be possible that other Member States are already carrying out similar initiatives. The work can be carried out with little infrastructure – it would just require a group of labour inspectorates willing to launch information sessions specifically targeted to (Ukrainian) refugees. Furthermore, this practice could also be transferred to refugees from other nationalities with the right to take up employment in their country of transit or destination.
Sustainability	The practice is sustainable as it helps Ukrainian refugees to take up lawful employment in Poland which in turn increases their economic self-sufficiency and level of integration into the host society. This means that their level of dependency from aid organisations is reduced while at the same time they build up a new life, at least temporarily, in their host country. The skills they acquire or expand may also be useful in the Ukrainian labour market, should they decide to return at some point.
Innovativeness	This practice is very innovative – it is the first time ever in the history of the Polish Labour Inspectorate that such an initiative is launched. A particularly innovative aspect of the practice is that the information sessions are not organised at the labour inspectorates or other locations designated for training sessions but that the staff of the labour inspectorates went to the locations frequented by Ukrainian refugees.
Digitalisation	The practice uses elements of online information sharing, such as through the website of the National Labour Inspectorate as well as social media.

ⁱ The initiative formally started in April 2022; however, some of the 16 District Labour Inspectorates involved started to provide advice to refugees in relation to Polish labour market as soon as they started arriving in the country following the outbreak of war in February 2022.

ⁱⁱ This activity was carried out before the official launch of the initiative in April 2022; as mentioned in the previous end note, some District Labour Inspectorates started to provide information sessions for Ukrainian refugees already before their various efforts were grouped under one initiative.