

## PARTNERSHIP DATA SHEET for HUNGARY AND POLAND

### Introduction

**This partnership data sheet for the B3 – 4000 project has been designed in light of observations made by Dorotea Daniele and Pierluca Ghibelli on the current situation, characteristics and concerns in Poland:**

- 1) Lack of awareness of social responsibility in business
- 2) Country with high emigration
- 3) Existence of illegal immigration
- 4) Existence of former Vietnamese immigration during the communist period

**This partnership data sheet for the B3 – 4000 project has been designed in light of the observations made by Denis Stokkink on the situation of ethnic minorities in Hungary (Roms) and information provided by the Hungarian Embassy:**

- 1) Presence of ethnic minorities (Roms)
- 2) Presence of Hungarian-born Hungarians who, due to border changes following various international agreements, hold non-Hungarian passports (this situation affects some 5 million Hungarians).
- 3) Return to Hungary of Hungarians who emigrated in 1956 (generally pensioners)
- 4) Former high levels of Chinese immigration (80,000 in Budapest) during the communist period and until 1998 (during the communist period the Chinese did not require a visa to enter Hungary)
- 5) Waves of immigration (Afghans, Africans from Black Africa (Nigeria, Cameroon, Guinea), former Soviet republics (Belarus, Ukraine, Georgia, Moldavia, Armenia, etc.)
- 6) Until recently, Hungary was a transit country towards western Europe. With its accession to the European Union, Hungary is now seeing a trend towards the sedentarisation of these waves of immigration.

**This partnership data sheet will focus primarily on the partnership and its development in an attempt to monitor the integration of immigrant populations and the fight against negative discrimination. Social responsibility in business in these two countries remains largely non-existent. The areas of priority and urgent action lie in other directions. However, it is important to underline the importance of the social economy in Poland and Hungary. One question will therefore be devoted to business responsibility in its strictest sense.**

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## 1. The partnership

*Question 1 is designed to elicit an explanation of the nature of your partnership in concrete terms and of the factors which led you to form this partnership.*

### The starting point

Poland acceded to the 1951 Geneva Convention and the 1967 New York Protocol relating to the status of refugees in 1991. Since then, the refugees may be granted refugees status in Poland on the basis of these two international instruments. This means that Polish authorities grant refugees status to people who: *“owing to well founded fear of being persecuted for reason of race, nationality, membership of a particular social group or political opinion, are outside the country of their nationality and are unable or, owing to such fear, are unwilling to avail themselves of the protection of that country”*.

From that moment, Polish legal and social system began adapting to its new international obligations. The protracted efforts of either the government, the UNHCR representatives and NGOs (Caritas Polska, Polish Humanitarian Action) aiming at reaching a comprehensive and efficient refugees treatment system, have not yet obtained a satisfactory situation.

Initially most of refugees in Poland originated from Bosnia, and came under the MedEvac or under the intergovernmental agreement on granting 1500 Bosnian women and children refugee status in Poland. Since 2000 most applicants are Russian citizens of Chechen ethnicity.

### The legal situation of immigrants

This case study refers to a small group of people, i. e. foreigners who are granted refugee status. Out of the 4174 refugee status applications in issued in 2002, only 253 were judged well founded. In 2003, of 6903 applications introduced to Polish authorities, only 216 people were recognised as refugees and 23 received the status of tolerated stay (introduced for the first time by a new law – see par. 7).

### The Polish context

The development of Polish migration policy is not an issue that would engage the attention of public opinion, so it is not an object of interest of the political parties either. Society is more concerned with minimisation of the costs of economic transformation (e.g. the high unemployment rate and growing social stratification), with the result that problems related to migration have been left to state officials and experts.

The situation of refugees is relatively good compared to other migrants. Nevertheless, Poland is still not an attractive country for the refugees coming here to stay or to settle (partly because of the modest assistance available to refugees). For this reason, the number of granted refugee statuses is not large. Because of the legal protection (e.g. suspension of the deportation procedure) and the benefits (housing, board) to which the applicant is entitled during the procedure of application, asylum seeking is often treated in an instrumental way. It becomes a mode of avoiding the penal responsibility for unlawful entering of Polish territory (the majority of the migrants trafficked in through Poland are instructed by the traffickers to apply for refugee status the moment the Border Guards apprehend them), or may also

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represent a possibility for regeneration of energy and obtaining medical assistance to cure the most painful and serious illnesses on this stage of a migration to the West. The statistics for the discontinuance of refugee status proceedings provide clear proof that this mode of action is very common. The knowledge concerning the regulations of the refugee status procedures (and the benefits) is very precious; it is distributed within the migrant networks and the trafficking groups. Russian citizens of Chechen origin, who lodge their application in Poland, use the services of specialised middle-men of their own migrant group, who provide training on the rights of foreigners on the territory of Poland, the conditions and standards of the reception centres and the “proper” answers to be given during the investigation and hearings related to the application procedure. They also organise bus transport to Poland.

## The reason and the main features of the partnership projects

The partnership project aiming at helping the integration of refugees in Poland is run by a NGO (Polish Humanitarian Action) in cooperation with the State Office for Repatriation and Foreigners, some local governments (e. g. the Social Assistance department of Mazowsze Province) and the United Nations High Commissioner for Refugees (UNHCR).

The project was started 11 years ago and is renovated on a yearly basis.

## The integration programme

The main objective of the integration programme is to assist refugees in the starting of an “independent and satisfying” life in Poland. The Programme promotes independence from social security benefit in the shortest time possible, as well as seeking to prevent such negative phenomena among refugees as homelessness, drug and alcohol addiction, mental diseases and all the derivative problems. Of course, integration as the task of the social security institutions is understood here in very narrow terms, i.e. as the process by which a refugee is placed in a new reality. The social workers should offer assistance consisting of information (not only the legal regulations which a refugee is subject to, but also the knowledge about the host country), assistance in finding accommodation (inexpensive community flats, if possible) and a job (or new job training). In cooperation with specialists, they should also assist a refugee with medical and psychological care, facilitating inclusion in the local community and preventing social exclusion of the newcomer.

Fewer people enter the integration programme than the numbers of refugee statuses granted each year would suggest. Some (probably quite large) groups of refugees head for Western Europe (where they are awaited by relatives and friends) just after having been granted the status and the Geneva Travel Document.

A refugee should contact the PCPR (Community Centre for Family Assistance) responsible for integration programmes within 30 days of having been granted the status. In theory, every programme is run individually; it is constructed on the basis of a community investigation and the actual needs of the refugee. In practice, the programme consists mainly in financial benefits.

Every refugee participating in the programme signs up to a contract defining the conditions of cooperation and the mutual obligations of both sides (i.e. refugee and PCPR) for the duration of the programme.

The integration programme provides for different types of supports.

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## **Employment**

Entering the integration programme, refugees are obliged to register with the Labour Offices in their places of residence. The registration in the Labour Office is rather a formality, necessary not so much as a way of seeking legal employment, but to provide the refugee and his/her family members with access to free health care (to which employees paying social security contributions and registered unemployed are entitled). The majority of refugees are unemployed also after having completed the integration programme.

The main barrier to finding a job is weak (or zero) proficiency in the Polish language and a lack of the qualifications and skills that would make a refugee an attractive employee on the job market. In general, the refugees who obtained a good education prior to leaving their country of origin can find a job corresponding, at least in part, to their qualifications.

However, such job search is very time-consuming and requires substantial effort. A married refugee couple that are medical doctors managed to nostrificate the qualification certificates and now work in the health care institutions. Other refugees teach languages in language schools and at university departments.

The unskilled or illiterate refugees find themselves in the most difficult situation, their access to many employment opportunities being so restricted. The ones of preretirement age or with a serious health condition face similar problems. In a case in which one or several of these factors appear, the chances for employment on the Polish labour market drop significantly, especially at present, when the unemployment rate in Poland has reached more than 18%. The integration programme completed, the refugees usually become the customary beneficiaries of social security benefits.

Since the social security benefit is very low, (ca. 50 euro per month), the refugees and their families are in danger of permanent marginalisation – without jobs they cannot afford to buy or rent a flat, and they may also find it difficult to satisfy their basic needs.

In the last 2 years, PHA has organised a labour advisory centre for recognised refugees, which provides information on work rules and regulations and contacts with potential employers.

PHA staff analyses refugees specific situation, identify their needs and help them to prepare documents, to translate diplomas and to write letters and CVs. Then they create contacts with potential employers, monitor the contact and, if the person gets the job, supervise the start up phase (signature of the contract, etc.).

The centre assists approximately 20/30 people per month, but the number of people who finds a regular job is very low. There are various reasons: the scarce knowledge of Polish language, the high unemployment rate, but mainly the attraction of irregular job market, which in the short term pays better and is easier to access.

There are some good examples of refugees who have found a regular job, especially those who have high qualifications, like doctors (since most of them come from former communist countries their diplomas are automatically recognised in Poland) who sometimes have worked in hospitals as volunteers before being regularly hired.

## **Language courses**

Polish language courses form the next element in the integration programme. In the opinion of the employees of PCPR it is possible to learn the basis of the Polish language in 6 months, to be able to communicate and to get along in society.

Unfortunately, the majority of refugees are not motivated to systematic language learning. Participants in language courses are not numerous and tend to drop out.

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Sometimes there are additional general problems (elderly people, or those with limited language predisposition tend to learn more slowly) and intercultural conditioning (the refugees from the Muslim countries limit their wives' access to Polish language courses or ban them altogether). It may happen that the basic barrier to Polish language learning is the above-mentioned illiteracy of the refugees – the standard methods of teaching are not adapted to illiterate individuals. Many refugees demand English language courses, instead of Polish language courses, something that attests indirectly to the fact that Poland is not an attractive target for settlement migration of refugees.

PHA organises Polish lessons in Warsaw for all refugees who want to study. Qualified teachers run them in language schools while volunteers organise activities in the Refugees Club run by PHA.

## **Housing**

Within 14 days of having the status granted, a refugee should leave the reception centre s/he stayed in during the procedure. At this time s/he should contact the PCPR (or the community centre for social assistance) and move to other accommodation. The PCPR, as well as the NGOs assisting in the programme (the Polish Humanitarian Organisation and Caritas Polska) have at their disposal some rotational flats, which they rent to the refugees for the duration of the programme. The number of flats is still smaller than the number of refugees entitled to assistance and moreover the flats are rotational, i.e. on completion of the programme, they should be released to accommodate the next family. In general, apart from employment, the acquisition of proprietary rights or short-term housing is the main problem determining the quality of life of refugees in Poland.

On the basis of an agreement signed with the President of the Capital City of Warsaw, several public flats are assigned to refugees every year. It does not satisfy all needs, but considering the high prices of real estate and rent, the free-of charge public flats exert a positive influence on the economic condition of several families per year.

PHA runs the “refugees house”, which was set in 1996 for homeless foreigners at different stages of their application procedure. It is the only house of this kind run by a NGO in Poland. It has the capacity of lodging up to 25 people: applicants who for different reasons cannot avail themselves of social assistance under the State system and refugees who have been granted the refugee status but are unable to find lodging on their own. The inhabitants run the House themselves, PHO RCC (Refugees Counselling Centre) sets the rules and regulations, enforces them and collect funds. The inhabitants take care of the Home themselves, clean, cook and organise their cultural life. They are assisted by volunteers who help children in their homework and organise extra-curricular activities. The monthly cost per person at the House is three times lower than in State refugees centres and amounts to approx. 100 US \$. Moreover, an apartment programme was developed from 1999 to 2002: in flats rented for refugees, which accommodated successive tenants, stayed around 300 refugees (8 flats rented in 2000, 20 in 2001 and 9 in 2002). The programme was very successful but it had to be stopped for lack of funding.

## **Education and other cultural programmes**

One of the best known events of an educational character is the Refugee Day organised every year in Warsaw. During this one day the refugees, NGOs and international organisations dealing with refugees meet inhabitants of Warsaw. The programme includes ethnic music

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shows, tasting of ethnic food (exotic to Poles), refugee art exhibitions, lectures and debates concerning the countries of origin of the refugees and also their problems.

In the year 2002, the Catholic Church placed Refugee Day in its official calendar, thereby establishing a formal holiday on June 20. The engagement of the authority of the religious communities in Poland (the Roman Catholic Church, and the denominations of the incomers, i.e. the Orthodox Church and the Muslim Religious Association) in the assistance provided for refugees and immigrants is a very valuable initiative. The Catholic churches still have strong influence on the general attitudes of Polish society, especially those of the inhabitants of small villages and of poorly educated and elderly people, i.e. all those who in surveys declare negative opinions concerning refugees and immigrants. The educational activities conducted within the religious communities can shape positive attitudes more profoundly and more successfully (especially in this group, rather immune to media messages) than can spectacular actions organised in the big cities.

PHA organises children's programme aiming at helping refugee children in integrating as quickly as possible with their Polish peers. In the Day Care Centre for children meetings of Polish and refugee children are organised four times a month. During these day-long meetings children play, socialise in groups, visit Warsaw and its environs, dance, sing, paint, debate and cook. Some 25 refugee children and some 10 Polish children, aged 4 to 14 participate. The refugee mothers and volunteers, mainly students of pedagogy and psychology help run the dayroom. Integration camps have been organised since 1997, with the participation of 15 refugee, Polish children and international volunteers. The camp is each time located in a different interesting place. In 2003, 40 children went to camp to Kaszuby region.

The necessity of running educational and integration programs in the schools at medium and secondary level is more and more accentuated, since the school is a crucial socialising institution, influencing the opinions and attitudes of students markedly. One such programme is the so-called "Refugee Suitcase", prepared by the UNHCR and the Polish Humanitarian Organisation. The programme is composed of four integral parts: in the first one the students watch a movie presenting life stories of individual refugees, the reasons forcing them to leave their country and their life in Poland; the second part is a workshop explaining who a refugee is and why s/he becomes one, and encouraging students to take some action for the benefit of refugees; the third part is an exhibition of 35 posters depicting the lives of refugees (each holds an information note); the final element of the programme is a role play game "Crossings", during which the students can put themselves in the place of refugees and experience at least a part of the difficulties encountered by them.

Apart from the sets of "Refugee Suitcase", the Polish Humanitarian Organisation website also offers the scenarios for lessons entitled "ABC of humanitarianism", as run by the trainers of humanitarian education.

## Budget

A positive phenomenon worth mentioning is the fact that each year, despite the prolonged economic crisis in Poland, appropriate sums are issued from the State budget to cover the expenses of the Office for Repatriation and Foreigners, reception centres, PCPRs and refugee integration programmes.

The integration programme run by PHA is funded by Polish State budget, local budget (provinces of Warsaw, Bialstock and Lublin) and by UNHCR.

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## 2. Details of the initiator of the partnership project

*Question 2 is designed to elicit details of the individual/organisation whose idea it was to launch the partnership and which has been the driving force behind it from the outset.*

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Email: pah@pah.org.pl  
Web site: www.pah.org.pl

## 3. Details of the other partners involved in the partnership

*Question 3 is designed to elicit details of the individuals/organisation who accepted the initiator's invitation to join the partnership and to illustrate the basic principle which underlies this difference between the partnership project initiator on one hand and the other partners on the other.*

UNHCR (United Nations High Commissioner for Refugees) through its Warsaw branch.  
The Office for Repatriation and Foreigners: the national body in charge of all the issues concerning refugees  
Local authorities of the provinces of Warsaw, Lublin and Bialistock.

## 4. Sector in which the initiator of the partnership project operates

*Question 4 is designed to establish the economic and social sector in which the initiator of the partnership project operates?*

PHA is one of the main Polish NGOs in charge of humanitarian issues. Its mission is to make the world a better place through alleviation of human suffering and promotion of humanitarian values. PHA realises its mission by helping communities in crises to regain responsibility for their own future and to become self-reliant. PHA shapes humanitarian attitudes among the public and creates modern culture of mutual help.

PHA was born in 1994 from the transformation of the Polish branch of the French Equilibre foundation, which had been operating in Poland since 1992. It was the first Polish NGO sending aid abroad.

Since the beginning it has collaborated with Polish authorities in the management of integration programmes for refugees. PHA manages also different humanitarian programmes in various countries beneficiary of humanitarian actions (namely in Bosnia, Chechnya, Afghanistan, Kosovo).

## 5. Sectors in which the other partners in the partnership operate

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***Question 5 is designed to establish the economic and social sectors in which the other partnership project partners operate.***

UNHCR is the international agency of the United Nations in charge of policies and programmes for refugees all over the world. It has branches and offices in many countries in the whole world.

The Office for Repatriation and Foreigners is the national governmental body in charge of all the issues concerning refugees.

Within the local authorities of the provinces (voivodat) of Warsaw, Lublin and Bialstock there are specific offices in charge of refugees integration. In general they are part of social affairs or labour offices.

## **6. Special characteristics of the initiator of the partnership project**

***Question 6 is designed to establish whether any factors either related or external to the launch and operation of the partnership - economic and financial situation, employment situation, geographical location - have influenced the launch and operation of the partnership project for and by the project initiator.***

The project is the result of a tripartite collaboration. The Office for Repatriation and Foreigners provides most of funding and set the rules, UNHCR brings in its knowledge and experience and some international funding, PAH is the operational body in charge of the concrete actions.

Year after year, PAH has worked in order to ameliorate the results of the integration programme and to monitor the improvements of the refugees situation. In particular, a big effort has been put in the employment and housing programmes considered the major issues to improve refugees living conditions.

External funding is essential for the success of the programme. Even if the funding is very scarce compared to the number of refugee applicants, PAH has a very committed staff and some volunteers to ensure the development of the programme.

## **7. The socio-political environment of the initiator of the partnership project**

***Question 7 is designed to establish whether any aspects of the socio-economic situation of the initiator of the partnership project favour or promote the development of the partnership project in terms of the integration of immigrant populations and the fight against negative discrimination. Question 7 is broad and general in its scope.***

The adoption of the new solutions concerning assistance on humanitarian grounds was a direct consequence of several factors. First, the number of refugee status applications has been growing steadily; second, only a small part of these could be accepted under the provisions of the Geneva Convention; third, the rule of *nonrefoulement* made it impossible to expel these

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individuals from Poland. Therefore, the Aliens Protection Act adopted in June 2003 has introduced the following forms of protection:

- a) Geneva refugee status
- b) Asylum
- c) Tolerated stay
- d) Temporary protection.

## A) The refugee status

Refugee status is granted by the President of the Office for Repatriation and Foreigners. It is granted to “a foreigner, who meets the requirements of the Geneva Convention and New York Protocol” (APA, Art. 14.), as well as to his/her spouse and minor children (provided that they are included in the application), and to a foreigner’s child born on Polish territory. Bearing in mind cases of drastically prolonged processing of applications for refugee status (in extreme cases even 2 years), the new Act limits the maximum period for the procedure to 6 months from the day the application is lodged. During the procedure, foreigners lacking the means to finance their stay in Poland are eligible for assistance at the refugee centers, (or obtaining financial aid, if no other assistance is available), as well as for medical care.

A refugee granted refugee status has the same rights as an individual having the fixed-time residence permit (APA, Art. 71). S/he is granted the Geneva travel document and the esidence permit (APA, Art. 74). A refugee cannot be deprived of the status, unless the circumstances are those enumerated in Arts. 32 or 33 of the Geneva Convention.

The prerequisites for denying the status are as follows: there are no grounds justifying the fear of persecution, as defined in Art. 1 of the Geneva Convention; there has been premeditated misinformation or abuse of the refugee status procedure; the applicant has been charged with supplying untrue information or false evidence, and especially with falsification and counterfeit of documents; the applicant has already received refugee status in another country that provides the *de facto* protection (APA, Art. 14 and 15). The appeals against the decisions of the President of the Office for Repatriation and Foreigners are reconsidered by the Refugee Council.

## B) Asylum

This form of protection applies when it is in Poland’s special interest to protect a given foreign applicant. The asylum automatically grants the permanent residence permit (APA, Art. 90). As in the case of refugee, an individual granted asylum cannot be obliged to leave Polish territory, nor be expelled without earlier withdrawal of the asylum.

## C) The tolerated stay

The tolerated stay has been created especially for that relatively large group of migrants who have been denied refugee status having failed to meet the criteria of the Convention, “and their expulsion can be executed only to the country where their right to life, freedom and personal security could be endangered, where they might be subject to tortures or inhuman, umiliating treatment or punishment, where they might be forced to work or denied the right to proper judicial proceedings, or where they might be punished without the legal basis as defined in the Convention on the Protection of the Human Rights and the Fundamental Freedoms stipulated in Rome, on November 4, 1950” (APA, Art. 97). A foreigner granted the tolerated stay has the same rights as the foreigner having the fixed-time residence permit.

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Besides, as with Polish citizens and persons granted the permanent residence permit, a foreigner granted the tolerated stay is entitled to social benefits (APA art 129) and legal employment in Poland (APA, Art 132 and 133).

## D) Temporary protection

Temporary protection is an immediate solution targeted at the foreigners “coming to Poland *en masse*,” who have left their country of origin or a particular geographical region because “of alien invasion, war, civil war, ethnic conflicts or serious violations of human rights” (APA, Art.106). The temporary protection is binding until such time as foreigners can return to their former place of residence, but not longer than one year (in extraordinary cases – up to 24 months). The foreigner under temporary protection is granted the one-year residence permit, access to medical care; accommodation and boarding (APA, Art. 111) S/he can work without a work permit or run a business activity (APA, Art. 116). The minor child of the foreigner under temporary protection has the right to attend school under the conditions binding upon Polish citizens. The President of the Office for Repatriation and Foreigners is obliged to take steps to complete a family reunification procedure in the case in which the spouse or minor child of the foreigner is outside the territory of Poland.

## **8. Benchmarking**

***Question 8 is designed to measure social, economic and environmental performance in terms of the integration of immigrant populations and the fight against negative discrimination.***

During its over 10 years of existence, the project has been constantly ameliorated. Its two main weaknesses are the dependence on public funding (very scarce and variable according to external economic priorities) and its limitation to refugees. Undoubtedly, all attempts to adjust the integration programme to the particular needs of a given refugee and his/her family are strongly required, and should improve the effectiveness of a migrant’s adaptation. Nevertheless a limitation of the integration programs to refugees only, even if financially rational, seems a shortsighted policy. Under the Geneva Convention, when the reason for an exodus ceases to exist, the refugee should return to his/her country of origin. This temporal aspect to refugee status is one of the main obstacles to integration – people have little motivation to learn the language, culture and legal regulations of the host country, and this causes even further marginalisation.

In global terms, all the members of the partnership put a big effort to ameliorate the integration of refugees and migrants in general. They promoted the creation of the Association of Refugees in Poland, which was established in 2002. It is meant to represent the interests of the refugees, and to integrate them into a mutual support group, facilitating the flow of information and assisting with the securing of a job or housing. So far, the actions and initiatives pursued by the members of the society have remained in the sphere of declarations. It seems that the main obstacle is multiethnicity of the organisation and weak Polish language skills (they usually need to communicate in Polish) as well as the demanding attitude of the leaders, who await institutional grants and financial assistance before starting up with any activities). Despite the significant support of the UNHCR, the activity of the association has

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gained little visibility so far and is limited to refugees from African countries (the leaders and founders are also of African origin).

Even though the inflow of migrants into Poland is a relatively new phenomenon, it is already registered in the social consciousness. Due to the economic and social costs that Poles are aware of, migration is regarded as a social problem, and as a challenge to the labour market. Nevertheless Poles prove to have a positive attitude towards the migrants flooding into the country. Up to now, contacts between Poles and immigrants have been frictionless; no serious conflicts have taken place yet. This peaceful coexistence is explained both by the fact that relatively few foreigners have settled in Poland so far, and what is even more important, by the still persistent social memory of 1980s, during which hundreds of thousands of Poles found themselves in similar positions in Western Europe.

The issue of CSR is perceived as relevant by the members of the partnership but the way to implement it is still long. As explained, the issue of employment is considered one of the main priorities of the programme, but there is still a lot of work to do in order to sensibilise employers and trade unions to the need and the advantage to practice a CSR policy.

Finally, after enlargement, EU countries expect that Poland and the other new member States participate in the EU burden-sharing approach towards refugee issues, particularly integration. Poland is therefore expected to become a real asylum space, where refugees could find real protection and real possibilities to settle. In this context, an innovative refugee pilot programme has been recently launched in cooperation with a Dutch organisation specialised in the integration of foreigners.

## **9. Social responsibility in business**

*Question 9 is designed to establish whether this activities carried out within the framework of this project has affected local businesses in terms of the integration of immigrant populations and ethnic minorities and the fight against negative discrimination.*

The issue of corporate social responsibility is very new in Poland. Among businesses there is still very little attention to it. The predominance of economic problems (in terms of productivity and competition) make businesses still very little involved in implementing CSR in their managerial policies.

Nevertheless, the rapid progress of the Polish economy towards a more “European” model, the presence of many multinational companies involved in CSR programmes and some programmes funding CSR (e.g. UNDP Global Compact Initiative) give hopes for a growing dissemination of CSR practices and, hopefully, its application in the field of the integration of immigrant populations and ethnic minorities .