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| * **D.T2.2.2** | * **Date 09.03.2020** |

Name of Partner: Lodzkie Region

Contact Person: Katarzyna Kurniawka

Contact Information:

Pilot Area: lodzkie region

* **Title of the Pilot Action Project**

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| to be confirmed |

* **Main characteristics**
* Please describe briefly the main characteristics of the pilot territory (the main demographic and economic characteristics of the region, challenges and opportunities brought by the immigration of non-EU nationals; max 2,000 characters).

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| The Lodzkie Region belongs to the regions of Poland where a systematic decrease in population is observed. Since 2010, the population of the region has decreased by over 76 thousand people (3.0%), and the rate of depopulation is one of the highest in the country. The demographic forecast indicates that the process of depopulation of the region will deepen and by 2030 the population of the region will decrease by another 5.2% (129 thousand people), and its rate will be one of the highest in Poland.  The natural growth rate was at the level of minus 3.47%. The structure of population by gender in the Łódź Province has not changed much over the last years. Similarly to the national average, women predominate, who accounted for 52.4% of the total population of the region (as in the previous year) at the end of December 2018. In Poland, since 2010, the proportion of women has been 51.6%, and the proportion of women noted in Lodzkie Region was the highest among all provinces.  In 2018, as in previous years, an increase in the number of people in post-working age was observed (60 years and more for women, 65 years and more for men), while the number of people in working age (18-59 years for women, 18-64 years for men) decreased. The systematic decrease in the number of people at working age, with a simultaneous increase in the share of people at post-working age, is evidence of the progressing ageing of the population in the Lodzkie Region.  People from Ukraine coming to the Lodzkie Region contribute to the economic growth ("economic revitalisation") of these areas. The important role in the changes in the demographic structure of the region may be played by foreigners, including in particular those from Ukraine, who constitute the most numerous group.  The challenges facing the public sphere in the Lodzkie region are: facilitation of procedures legalizing the stay, reduction of waiting time for decisions of Polish offices, assistance in adaptation, language courses, financial support, reliefs, professional trainings. |

* Please describe your pilot action idea? (max 1,000 characters).

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| The pilot action is the result of consultation with the stakeholders of the Arrival Regions project. It responds to the needs of Ukrainian citizens who live in the Lodzkie Region. The activities are planned from autumn 2020 to 2021 and cover two thematic pillars - legal advice for Ukrainian citizens and raising the language skills of the employees of territorial self-government units and other public bodies of regional impact. Legal advice will be provided on the territory of poviats in the region (e.g. Poviat Labour Offices). Sessions with lawyers are followed by a promotional campaign and registration with the use of social media and an internet publication in the form of an easy-to-use guide for foreigners (adapted to the specificity of living and working outside a large urban centre), as well as the development of a FAQ handbook documenting legal advice activity. Language competences of regional public bodies and territorial self-government units'employees will be improved by means of a professional Ukrainianon-linelanguage course at A1-B1 level according to the Council of Europe scale. |

* Please identify and describe the groups of non-EU nationals that are targeted by the pilot action / expected to benefit from the pilot action (max 1,000 characters).

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| Ukrainian citizens will represent the majority of non-EU citizens employed in the Lodzkie Region. According to the estimates, between 90 000 and even 100 000 Ukrainians work and live in the Lodzkie Region. They are mainly young people, of working age, doing mostly simple jobs, not requiring high qualifications. Most of this kind of employment is offered in urban-rural areas, outside the city of Łódź. On the territory of the region the citizens of Ukraine find work in industrial factories as well as in agriculture. Ukrainians find employment also in transport.  More and more people from this group of foreigners are employed in logistics, in warehouses, which are numerously built in urban-rural areas. Ukrainians working in professions that do not require high qualifications adapt to life in Poland without major problems, but do not enter into deeper social integration. On the one hand, they generally manage well to solve basic living problems, they know the language, at least at a level enabling elementary communication, etc., while on the other hand, they create little informal relations with Poles. They hardly participate in cultural life, and their social contacts are usually limited to their own social group. The majority of Ukrainian workers undertaking long-term jobs do not want to return to Ukraine because they do not see the prospect there, they gradually take root in the Lodzkie Region. |

* What are the goals of your pilot action? (min. 3 goals).

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| - Increasing the awareness of Ukrainian citizens who stay and work in the Lodzkie Region about the current regulations and laws in Poland by creating a guide in Ukrainian and benefiting from free legal advice  - Enabling Ukrainian citizens to receive free legal advice  - Improvement of professional competence - language skills by employees of local government units who serve foreigners |

* **Pilot Methodology**
* Please provide a justification why your pilot action can be seen as a social innovation (please refer to the Transnational Strategy; max. 2,000 characters)?

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| Legal advice will be provided in poviat towns, where currently there are no such activities for foreigners. Legal procedures are usually complicated and only  a person with appropriate qualifications is able to provide sufficient support. Not every foreigner can afford to pay for individual legal advice.  Organization of Ukrainian language on-line courses for employees of the public sphere is also an innovative activity on a regional scale.  Employees using the Ukrainian language on a communicative level, who directly provide services to foreigners, will provide information in a more competent and understandable way. This will contribute to the improvement of communication between office employees and foreigners. In consequence, it will speed up administrative procedures in connection with e.g. correct filling in of documents submitted to offices by foreigners. |

* Which recommendations of the Transnational Strategy will be tested in the pilot action (please refer to Chapter 4 of the Transnational Strategy; max. 2,000 characters)?

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| 1. Promote good practices in recruitment processes as part of institutional support, taking account of command of foreign languages, promote the learning of foreign languages by public services and implement tools to facilitate communication processes.  2. Operate points of legal and civic advice for immigrants.  3. Develop and distribute, also on line, guides in foreign languages for non-natives to improve their awareness of the applicable law and rights and obligations related to carrying out business.  b) Disseminate information about the Polish labor law among employers and employees. |

* Please provide a brief SWOT-analysis of your pilot action idea? (please provide the answers in the form of bullet points).

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| **S**trengths:   * High level of demand from Ukrainian citizens for legal advice * Legal advice to deliver in a place open to people working and living in urban-rural areas * Promotion of the project by public institutions from district cities * Commitment and willingness to cooperate from local stakeholders * Support from the local stakeholders | **W**eaknesses:   * The requirement to follow numerous, complex and time-consuming internal procedures existing in the Marshal's Office, e.g. Public Procurement Law while preparing the documents in order to implement the pilot action |
| **O**pportunities:   * Greater ability of the citizens of Ukraine to deal with legal regulations * Providing information on Polish regulations and law * Improving communication between public servants and customers * Assistance of Russian/Ukrainian speaking staff towards Ukrainians to fill in official forms * Increasing the number of correctly filled in documents, therefore facilitating the procedures applied in public institutions | **T**hreats:   * Insufficient qualifications of the lawyer providing advice * Insufficient level of qualifications of a Ukrainian language lecturer * Not all participants who start a language course will complete it * During the language course the participant may change his job, place of residence and other random events may occur |

* **Stakeholder Involvement**
* Please summarize briefly how external stakeholders are going to contribute to the pilot action (max. 1000 characters). Please also specify whether and how migrant representatives had an opportunity to impact the pilot concept.

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| Poviat Labour Offices are going to get involved in the pilot action by providing access to local premises, promoting activities among local employers employing immigrants.  Promotion of on-linelanguage courses run by the management of local government units among their employees and conducting preliminary recruitment.  Migrants'representatives participated in meetings organized by Lodzkie Region, during which they discussed innovative actions that would contribute to improving the situation of foreigners in the lodzkie region and help them in integrating processes into society. |

* Who are the members of the regional stakeholder alliance (please only provide details on external stakeholders)? Please enter their data in the table below:

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|  | Institution name in original language | Institution’s English name | Category\* | Main field of activities of the institution |
|  | Łódzki Urząd Wojewódzki w Łodzi, Departament ds. Obywateli i Cudzoziemców | Łódź Voivodship Office, Department of Citizenship and Foreigners | Governmental body in the region | Łódź Voivodship Office is the main office in the region dealing with: issuing decisions on temporary residence and work permits, extension of visas and stay under visa waiver, issuing permanent residence permits, running projects under the Asylum, Migration and Integration Funds with the aim of integration third-country nationals, running innovative projects aimed at social inclusion and integration. |
|  | Wyższa Szkoła Humanistyczno-Ekonomiczna w Łodzi | The University of Humanities and Economics in Lodz | Educational bodies: Higher education and research | Offers courses for non-EU students, runs research activities, implements international projects, cooperates with highly qualified academic staff. |
|  | Powiatowe Urzędy Pracy w regionie łódzkim | Poviat Labour Offices in region province | Other public bodies | Poviat Labor Office is responsible for  development and implementation of an employment program in order to promote employment and activate the local labour market as a part of the Poviat Strategy for solving social problems. It maintains a register of all the unemployed and job seekers living or residing in the district, provides with information on available job vacancies, offers job search assistance and guidance and organizes workshops and training courses on active job search. |

\*) Please choose: local public authority / regional public authority / national public authority / NGO / educational body / research institution / SME / large business / other

\*) Please note that sub-branches of institutions should only be indicated if they have a own legal personality (e.g. do not enter data about other branches from within your institution)

* Which activities will be carried out by the members of the local stakeholders’ alliance? (max 1,000 characters)

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| The pilot action is the result of consultation with the stakeholders of the Arrival Regions project. Stakeholder involvement in the pilot action will proceed through active participation in the promotion of activities, assistance in recruiting legal advice recipients. Establishing cooperation with the Stakeholders will facilitate contacts with employers who hire Ukrainian citizens. Staff of public institutions that are stakeholders of the Arrival Regions project will learn Ukrainian language, thanks to that they will improve their competences and will be able to better communicate with clients in their native language. Some institutions will provide free of charge premises for legal advice. |

* **Pilot Action Work Plan**
* Please briefly describe the activities in the different phases of the pilot action. Please focus on local activities and try to give quantitative information.

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| Phase | Main activities (max 5 bullets points per period) |
| Launch phase (until July 2020 - to be reported in the Launch Report by September 2020) | - Meetings with representatives of 22 Poviat Labour Offices and the management of the Łódź Voivodship Office  - Promotion of legal advice and on-line language courses on websites, fb, advertisements in newspapers, announcements in Poviat Labour Offices  - Implementation of the public procurement procedures  - Launching the online application form for legal advice |
| Main phase (until the end of 2020 - to be reported in the Interim Brief by February 2021) | - Recruitment of legal advice recipients  - Recruitment of language course participants  - Starting to provide personalized legal advice to Ukrainian citizens  - Internet publication published in the form of an easy-to-understand guide for foreigners (adapted to the specifics of living and working outside a large urban centre)  - Providing a professional Ukrainian on-line language course at A1-B1 level for employees of public institutions |
| Final phase (to be reported in the Pilot final report by September 2021) | - preparation of a FAQ manual documenting legal advisory activity  - publishing the scenarios of the Ukrainian language lessons prepared on the website  - completed language courses by all participants |

* How will local events (see AF, Activity A.C.5 - three local events per pilot area) flank the implementation of the pilot action? Which target audiences will be addressed and which outcomes are anticipated? (max 1,000 characters)

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| I local event  European Economic Forum - Łódź 2020 - 30.11-01.12.2020  Panel: Influence of Ukrainian staff on the economy and labour market situation in Lodzkie Region  Experts/ panelists/target audience:  - Łódź Voivodship Office in Łódź,  - Poviat Labour Offices,  - entrepreneurs,  - regional partners (stakeholders) of the ARRIVAL REGIONS project.  Draft agenda:  - situation of Ukrainians on the labour market in Lodzkie Region (functioning of the department for foreigners, facilitation for employers),  - training for employees from Ukraine; training for employers,  - activities of the ARRIVAL REGIONS project as an answer to the challenges for the economy of the Lodzkie Region related to the emergence of a large group of Ukrainian citizens,  - promoting tolerance and acceptance of non-EU nationals living among local societies.  II local event  Organized in one of the 22 Poviat Labour Offices in the Lodzkie Region  Target audience:  - citizens of Ukraine,  - employers who hire citizens of Ukraine,  - employees of local public bodies  III local event  Organized in Łódź Voivodship Office  Target audience:  - citizens of Ukraine,  - employers who hire citizens of Ukraine,  - employees of local and regional public bodies |

* How are WP T1 training seminars integrated in the pilot concept? Will those carrying out the pilot action participate in the trainings? (max 1,000 characters)

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| The seminars will be organized with the participation of local stakeholders, including, among others, representatives of the Poviat Labour Offices, representatives of the Łódź Voivodship Office and NGO-s, promoting the activities of the pilot action, who will support the Lodzkie Region in implementing the activities in the pilot action. The Lodzkie Region employees involved in the realization of the project and the pilot action will also take part in seminars. |

* **Resources**
* Please use the tables below to give an estimate about the resources to be spent for your pilot action. Please include in the two tables also those resources that are not co-financed by the Arrival Regions project. Please check the application form in order to check the foreseen budgets for planning and implementation of the pilot actions.

* Personnel

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| # | Name of the person and her/his position | Average weekly hours to be dedicated to the pilot action | Period (from month to month) |
| 1 | Katarzyna Kurniawka |  |  |
| 2 | Renata Klimaszewska |  |  |
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* External services

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| # | Description of the external service necessary | Approx. value (€) |
| 1 | legal advice service | 18 000,00 |
| 2 | Ukrainianon-line language courses | 20 000,00 |
| x |  |  |

1 EUR = 4,32 PLN

* Will there be other financial resources invested that are not financed by the Arrival Regions project budget (including personnel resources not financed by the project)? If yes, please describe briefly.

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* **Sustainability**

How could your pilot action be continued when the Arrival Regions pilot phase has terminated? Which durable outputs are you expecting? (max 2,000 characters).

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| A guide for foreigners in Russian/Ukrainian will be created, as well as a FAQ manual documenting legal advice activities, which will be made available on the websites of the PUPs, the Łódź Voivodship Office and on the website brussels.lodzkie.pl, as well as in a printed form, so that every Ukrainian citizen will be able to get familiar with the information contained in this guide.  Scenarios for learning the Ukrainian language will also be placed on the following websites and will be able to benefit all those who would like to learn the language in the future. |