



National Report: Poland
Annual Theme 2007



FEANTSA

“Multiple barriers, multiple solutions: Inclusion into and through employment for people who are homeless in Europe”

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Introduction

Employment and occupational activities are an important element of social integration. The lack or loss of employment is often one of the trigger factors that lead to homelessness. At the same time, the (re-)integration into employment or occupational activities can play a key role in bringing a person who is homeless on a pathway out of poverty and social exclusion. It helps establishing a social network, gaining experience, improving skills, developing self esteem and moving towards financial independence. This has a positive effect on other areas of life as well, such as the mental well being of the person.

People who are homeless very often belong to the people furthest away from the labour market. They face multiple barriers in accessing employment. These obstacles are personal such as lack of work experience, mental ill health or a history of substance abuse. In addition, there are many structural barriers such as lack of affordable housing, lack of public transport, lack of training possibilities etc. Finally, people who are homeless are confronted with societal barriers such as stigmatisation, prejudices and racism.

Quality services are needed that address their multiple barriers to work in a holistic way and help people who are homeless to move towards employment or related activities. Services working in the area of employment for people who are homeless have to closely cooperate with housing, training and health services in order to provide for effective solutions.

Although many people who are homeless want to work, not everybody is ready to be integrated into regular employment on the mainstream labour market or in the social economy. Some people who are homeless need extra time and training, more flexible working hours or other forms of support also after a job has been taken up. Some, such as people who have a history of substance abuse or suffer from mental ill health, might not - even not in the long-term - be able to take up a job without personal support.

Employment for people who are homeless therefore goes beyond the (re-)integration of an individual into the mainstream labour market or into the social economy. Employment is closely linked to the active involvement of people who are homeless in all kinds of occupational activities that will develop the employability of the individual. Improving employability is the development of skills and competencies that allow a person to connect with the labour market. It includes employment schemes such as supported employment or meaningful occupation.

Focusing on employability allows measuring the positive outcomes of employment schemes for people who are homeless not only in quantitative but also qualitative terms. This has proved to be more suitable for the people that are furthest away from the labour market.

FEANTSA members have gained a breadth of expertise in the area of employment for people who are homeless over the past years. To pool this expertise and further develop effective approaches to help people who are homeless moving towards employment, FEANTSA decided to dedicate the annual theme in 2007 to the topic "Multiple barriers, multiple solutions: Inclusion into and through employment for people who are homeless in Europe".

FEANTSA's special focus on employment and homelessness during the course of the year 2007 is in line with the clear commitment made at EU level to bring more marginalised people into employment and to treat the phenomenon of homelessness as priority on the European anti-poverty agenda.

The following questionnaire aims to collect the necessary information from all FEANTSA members that are working in the area of employment in all Member States. This information will be the basis for the national reports and the European report on this topic.

Structure of the questionnaire

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Reference to ETHOS: Over the last years, FEANTSA has developed the European Typology on Homelessness and Housing Exclusion. ETHOS classifies people experiencing homelessness into four categories: roofless, houseless, people living in inadequate housing, people living in insecure housing. When answering the questions of this questionnaire, it may be useful to refer to these categories in order to ensure clarity and comprehensiveness. For more information, see [FEANTSA Ethos Leaflet](#).

1. Employment profiles of people who are homeless

What are the most common employment profiles of people who are homeless in your country?

ETHOS: Do these profiles differ according to the ETHOS categories and/or within these categories? If available, please provide any figures on this. (See also 9.)

Gender dimension: Do profiles differ between men and women who are homeless? If yes, what is different?

This is not information based on national statistical information, rather on my experience and researches made in my region (2001, 2003, 2005). Most common employment profiles are started from 1.

People in:

Roofless category is about 30-40% of whole homeless population (90% is men)

Houseless category is about 60-70% of whole population (75% is men)

That hierarchy is made mostly for men, in Houseless (ethos 2) category

1. Economically inactiveⒶ (about 90% in 2005 in Pomeranian province were inactive, because of age, disabilities, etc.) But I think in reality about 50-60% people is inactive
2. Work on the alternative labour marketⒶ (black market) – specially from 2006-2007 number of people working in black market is still growing (I think that about 30% working in black market)
3. UnemployedⒶ (about 40% were registered unemployed in 2005 – I think in 2007 that about 20-30% is registered as a unemployed)



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4. Other – like collecting trashes and other stuff (metal, paper, food etc.), begging
5. Supported employment
6. Participation in vocational training
7. Participation in life skills training or meaningful occupation
8. Work in the social economy
9. Temporarily employed
10. Part time employment
11. Full time employment
12. Long-term job contract
13. Student/attending educational institutions

For men Roofless ethos 1 category it will be rather

1. Other – like collecting trashes and other stuff (metal, paper, food etc.), begging
2. Work on the alternative labour market (black market) – specially from 2006-2007 number of people working in black market is still growing
3. Temporarily employed
4. Economically inactive
5. Unemployed
6. Supported employment
7. Participation in vocational training
8. Participation in life skills training or meaningful occupation
9. Work in the social economy

For woman Houseless ethos 2 category

1. Unemployed
2. Work on the alternative labour market (black market) – specially from 2006-2007 number of people working in black market is still growing
3. Economically inactive (social welfare participants)
4. Supported employment
5. Participation in vocational training
6. Participation in life skills training or meaningful occupation
7. Temporarily employed
8. Part time employment
9. Full time employment
10. Work in the social economy
11. Long-term job contract
12. Student/attending educational institutions

1.1 Approximately, of the homeless people who are economically inactive, unemployed or are involved in non-paid activities, how many are actively seeking regular work on the mainstream labour market or in the social economy?

Depends on ethos category and gender. Mostly the biggest group of homeless population (Houseless – it's about 60% of whole population) – are economical inactive and formally unemployed. But because of age, disabilities and because of depends of social welfare benefits, debts (alimony mostly) they don't seeking regularly work in either mainstream or social economy. I would say that about 10-20% from this group is actively seeking work on mainstream labour market. Right now situation in our labour market is quite good, homeless people if they would like work in legally way they don't have big problems with it. But mostly they have debts problem and they are looking for work in black market (if they will started legal work – they have to return about 50% of their salary). So about 50%-60% homeless people who are able to work working in black market.

1.2. How easy is it for people who are homeless to gain paid employment on the mainstream labour market or in the social economy? Please include any figures/national statistics that may help to describe the situation (e.g. unemployment rate, rate of long-term unemployment etc.).



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Right now we have about 12% officially unemployed people nationally. But in the big cities /were mostly homeless people are living/ unemployment rates are about 4%-8%. So there is not a big problem for people who are able to work o get a normally work. Still any way we have the nearest rates of employment people between 18 and 65 in whole Europe, many people between this age doesn't want to work, working on black market, are disabled and have social benefits, are on early retirement etc. Big change on labour market brings emigration of polish citizens to other countries specially to England and Ireland.

Big issue for homeless people in Poland is to maintain legally work. A lot of homeless people are addicted to alcohol, have mental and health problems, antisocial behaviour, lack of social and occupational skills. So after about couple of months they are losing legally job. The answer for them could be social economy market but in Poland it's still not so popular and there lack of social companies in Poland. Social economy in Poland is still growing.

Second big issue is debts – mostly alimony debts. People doesn't want go to legal work, because if they will started it debt collector will take from their salary about 50%. So many people chose to work in alternative (black) market.

2. Barriers to employment for people who are homeless

What barriers to employment do people who are homeless in your country face?

ETHOS: Do these barriers differ according to the ETHOS categories (roofless, houseless, inadequate housing, insecure housing)?

Gender dimension: Do barriers to employment differ between men and women? If yes, what is different?

Practical information: The tables below will help you to structure and organise your written response in the National Report. Please indicate the relevance of the barrier by choosing between **important barrier (YES)** and **less important barrier to employment (NO)** and **explain why** it is an important or less important barrier in your text. Please do not hesitate to include any barrier that you think is relevant.

| 2.1. Barriers related to health | Roofless | | Houseless | | Insecure housing | | Inadequate housing | |
|---|----------|----|-----------|----|------------------|----|--------------------|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| Drug addiction/history of drug abuse | | | | | | | | |
| Alcohol addiction/history of alcohol abuse | | | | | | | | |
| Tuberculosis | | | | | | | | |
| Mental health problems | | | | | | | | |
| 'Dual diagnosis' (substance abuse combined with mental health problems) | | | | | | | | |
| General physical health problems and dental problems | | | | | | | | |
| Other, please specify | | | | | | | | |

| 2. Barriers related to housing | Roofless | Houseless | Insecure housing | Inadequate housing |
|--------------------------------|----------|-----------|------------------|--------------------|
|--------------------------------|----------|-----------|------------------|--------------------|



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| PLANTSA | Yes | No | Yes | No | Yes | No | Yes | No |
|--|-----|----|-----|----|-----|----|-----|----|
| Shortage of affordable housing | | | | | | | | |
| Shortage of adequate housing | | | | | | | | |
| Poor working environment in hostels or other temporary housing | | | | | | | | |
| Barriers created by service providers in their housing restrictions (e.g. limited time of stay, inflexible opening hours) | | | | | | | | |
| Living in economically deprived areas | | | | | | | | |
| Over crowdedness | | | | | | | | |
| Lack of housing and tenant support while undertaking training or during the initial stages of employment | | | | | | | | |
| Possibility to open a bank account necessary for taking up a job | | | | | | | | |
| Other, please specify: If homeless person is started work they have to participate (about 50-70%) in the cost of their living in institution. | | | | | | | | |

| 2.3. Transport | Roofless | | Houseless | | Insecure housing | | Inadequate housing | |
|--------------------------------|----------|----|-----------|----|------------------|----|--------------------|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| Lack of public transport | | | | | | | | |
| High costs of public transport | | | | | | | | |
| Lack of driver's licence | | | | | | | | |
| Lack of vehicle (bike, car) | | | | | | | | |
| Other, please specify: | | | | | | | | |

| 2.4. Education | Roofless | | Houseless | | Insecure housing | | Inadequate housing | |
|---|----------|----|-----------|----|------------------|----|--------------------|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| Lack of basic qualifications (e.g. literacy) | | | | | | | | |
| Lack of specific qualifications / secondary education | | | | | | | | |



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| | | | | | | | | |
|---|--|--|--|--|--|--|--|--|
| Access to life skills training | | | | | | | | |
| Access to work skills training | | | | | | | | |
| Lack of qualified advice on what training to follow | | | | | | | | |
| Other, please specify | | | | | | | | |

| 2.5. Information | Roofless | | Houseless | | Insecure housing | | Inadequate housing | |
|---|----------|----|-----------|----|------------------|----|--------------------|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| Lack of information on/ access to information on job offers | | | | | | | | |
| Lack of access to relevant information on rights and benefits | | | | | | | | |
| Lack of access to internet | | | | | | | | |
| Lack of access to telephone | | | | | | | | |
| Lack of access to job-centres | | | | | | | | |
| Other, please specify | | | | | | | | |

| 2.6. Stigmatisation/discrimination | Roofless | | Houseless | | Insecure housing | | Inadequate housing | |
|---|----------|----|-----------|----|------------------|----|--------------------|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| Physical appearance (clothes, haircut, personal hygiene etc.) | | | | | | | | |
| Lack of awareness on homelessness (if yes, please specify) | | | | | | | | |
| Discrimination (if yes, please specify on which grounds) | | | | | | | | |
| Employers if they are hirer people want to have official registration address – and mostly homeless people doesn't have it – because they are living on streets, institutions | | | | | | | | |
| Other, please specify | | | | | | | | |

| 2.7. Personal barriers | Roofless | | Houseless | | Insecure housing | | Inadequate housing | |
|--|----------|----|-----------|----|------------------|----|--------------------|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| Transient, unstable 'chaotic' lifestyles | | | | | | | | |
| Lack of 'core' life skills | | | | | | | | |
| Problems with debt | | | | | | | | |



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| | | | | | | | | |
|--|-----|-----|-----|-----|-----|-----|-----|-----|
| Poor financial skills | Yes | No | Yes | No | Yes | No | Yes | No |
| Lack of communication skills | Yes | No | Yes | No | Yes | No | Yes | No |
| Long term distance from the reality of the labour market | Yes | No | Yes | No | Yes | No | Yes | No |
| Lack of social and work networks | No | Yes | No | Yes | Yes | No | Yes | No |
| Family related problems | Yes | No | Yes | No | Yes | No | Yes | No |
| Experience of domestic violence | No | Yes | Yes | No | Yes | No | Yes | No |
| Criminal record | Yes | No | Yes | No | Yes | No | Yes | No |
| Lack of work experience | Yes | No | Yes | No | No | Yes | No | Yes |
| Behaviour issue | Yes | No | Yes | No | No | Yes | No | Yes |
| Hygiene issues | Yes | No | No | Yes | No | Yes | No | Yes |
| Disempowerment | Yes | No | Yes | No | No | Yes | No | Yes |
| Other, please specify | No |

| 2.9.Services | Roofless | | Houseless | | Insecure housing | | Inadequate housing | |
|--|----------|-----|-----------|----|------------------|-----|--------------------|-----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| Unstable/short-term services due to funding regimes | No | Yes | Yes | No | Yes | No | Yes | No |
| Lack of adequate services that specifically target people who are homeless | No | Yes | Yes | No | No | Yes | No | Yes |
| Poor cooperation between necessary support services | Yes | No | Yes | No | Yes | No | Yes | No |
| Lack of flexibility of services | Yes | No | Yes | No | Yes | No | Yes | No |
| Lack of an individualised approach/case management | No | Yes | Yes | No | Yes | No | Yes | No |
| Bad administration | No | Yes | Yes | No | Yes | No | Yes | No |
| Poor transitional and exit support | No | Yes | Yes | No | Yes | No | Yes | No |
| Attitude and low expectations of some hostel/support staff | No | Yes | Yes | No | No | Yes | No | Yes |
| Poorly trained support staff | No | Yes | Yes | No | No | Yes | No | Yes |
| Other, please specify | No | No | No | No | No | No | No | No |

| 2.10. Bureaucratic and financial barriers | Roofless | | Houseless | | Insecure housing | | Inadequate housing | |
|--|----------|-----|-----------|----|------------------|-----|--------------------|-----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| Poorly structured welfare benefits that make it financially unattractive to work – work does not pay | No | Yes | Yes | No | Yes | No | Yes | No |
| Bureaucratic hurdles (e.g. due to legal status) | Yes | No | Yes | No | No | Yes | No | Yes |
| Other, please specify | No | No | No | No | No | No | No | No |

2.11. In many countries, a significant number of people who are homeless have a paid job but are still homeless. What are the main **barriers to housing** for people experiencing homelessness that have temporary or full time employment in your country?

3. Policy and legal context

What is being done in your country to overcome the barriers to employment for people experiencing homelessness?

3.1. Right to work

Does a 'right to work' exist in your country? Is there any form of legal obligation to help people finding a job, changing jobs, accessing vocational training schemes etc.? If yes, please describe in more detail.

In our Constitution there is a paragraph that says that every citizen have a right to work, and other paragraph that is saying that state is responsible for fighting with homelessness. In practice there is few legal acts which put into life those paragraphs from Constitution. In administrative way Poland is divided for 16 Provinces (Voivodship), every Province (Voivodship) have to have Province Labour Office which is responsible for common labour policy. Provinces are divided for Powiats (districts, counties) which are separates for communes (Gmina). At Powiat level exists Powiat Labour Office. They are responsible for implementation of whole labour policy (funding, education, collect job offers, statistics, registration, whole work with unemployed people). Whole present labour policy describes "Act of promotion of employment and institutions of labour market".

Every employee and employer is responsible for paying for some amount of money (from whole salary it's about 3%) for Labour Fund. From this Labour Fund exists Powiat Labour Offices and offers all services. Besides from this Fund country offers others services, and organise other Funds.

Beside public services there is growing number non-governmental organisations and private companies which offers growing number of labour market services. Some of their services are funded from Labour Fund, but mostly they are funded from European Social Fund.

3.2. Mutual support between employment, homelessness and prevention policies

3.2.1. Integration of employment dimension into homelessness strategies

Do homelessness strategies in your country have integrated an employment dimension?

Does a specific employment policy for people experiencing homelessness or marginalised/disadvantaged groups exist in your country? If yes, do you think it is useful and implemented correctly and explain why? (See also 3.3.)

There is no special separated homelessness strategy in Poland. Whole registration about homelessness describes Social Welfare Act and other acts. But anyway there is some Employment Policy directed to Social Excluded People (marginalised people). There is Social Employment Act and Social Co-operative Society Act which gives some fundamentals for Social Economy Policy. Homeless people are in definition of people threaten of social exclusion, so homeless people could use services from those acts.

I think that we need coordinated whole Nationally Homelessness Strategy separated on Prevention, Social Intervention and Social Integration, which brings together different polices (housing, social, labour, health, justice etc.). Right now there is no coordinated policy if it goes on employment of homeless people; it's separated, divided and not effective. There is also lack of funding for that policy. There is no strategic vision how to deal with this very important problem.

3.2.2. Prevention of housing exclusion and exclusion from the labour market

Since different types of homelessness often appear together with the exclusion from the labour market, does a policy exist that combines both, the prevention of housing exclusion and the prevention of exclusion from the labour market? If yes, do you think it is useful and implemented correctly? What can be improved?

There is strong Social Crisis Intervention policy of homelessness, created mostly on commune level. There is also growing number of legislation in area of Social Integration (including Occupational Integration). But there is lack of strategic Prevention at Homelessness and Unemployment level. Prevention is much better



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from social and economical point of view but Poland doesn't have policy on this. If there is some prevention programs they are created by ngo's and communes.

3.3. Employment schemes for people who are homeless

Are there any employment schemes or programmes in your country that specifically target people who are homeless? If yes, please describe in more detail.

If not, are there any employment schemes or programmes that generally target socially disadvantaged groups? Can people who are homeless participate in these schemes? How effective are these schemes?

Look at 3.2.1.

Mostly homeless people using mainstream labour market services but there is:

Social Employment Act – creates institution called a Social Integration Centres (SIC in polish it's CIS). Target groups of those institutions are people threaten of social exclusion for example: homeless, drug addicted after therapy, alcohol abused after therapy, unemployed people more than 24 months, prison released people, disabled people and others. Social Integration Centres have social and occupational training, they are hiring job advisors, psychologist, job trainers in different professions etc. People sign a contract for participation in SIC. Marginalised people thru 12 months of individual program could educate o different professions (constructions, renovations, computer, carry for elderly etc.) and get social skills (interpersonal training, computer and internet). Thru this 12 months they have so called "Social employment" which guarantee every months amount of money which is the same as unemployment benefits (right now is about 150 euro). After programme people should be able to rich regularly labour market job. There is about 40 Social Integration Centres in Poland. SIC could be organised and lead by commune or ngo.

Those SIC if it goes about homeless people there are not so effective, job and social education should be connected and correlated with housing activation. They are effective if it goes on people with not so long distance to labour market, homeless people have multiple problems which are quiet new for people who are not professionals in homeless services. There is need of cooperation and correlation between SIC and Hostels and Shelters.

Social Co-operative Society Act – gives possibility to create Social Cooperative Societies (SCS). It is some kind of social company (as a part of social economy). It gives possibility to create a company which have social aims. All profits build by SCS have to be invested in SCS, not individual profit. SCS could be created by minimum 5 people (max 50) who are threaten of social exclusion (the same definition as in SIC). SCS exists as a social company, which are supported by Labour Fund – thru grant for starting business (small amount of money), they don't have to pay all of taxes etc.

In Poland right now exists about 100 SCS. It is still new policy, so it's not so effectively right now. All conditions that all SCS have to fulfil are quite big, so we could say that only people who relatively active are able to handle it. So there strong need to support of those SCS. SCS could be very effective for homeless people but it have to be supported more. Also in Poland there is no public attention on Social Economy and there is lack of popularity at individual and institutional level of supporting SCS.

ESF EQUAL projects – There is a number of very interesting projects on employing homeless people (eg. "Agenda of Homelessness"; "Back on Track") and number of interesting projects on employing socially excluded people ("Looking for polish model of social economy", "Social economy in practice" etc.) Part of this projects brings very attractive findings, and suggest concrete projects of regulations (eg. "Social Enterprises Act). Maybe some of the findings will be implemented to our regulation.

3.4. Definition of employment

Does an official definition of "employment" exist in your country? If yes, what is the definition?

Are all employment schemes targeting people who are homeless included in this definition?

If a scheme is not recognised as employment (e.g. meaningful occupation), are there any negative consequences for the person participating in this scheme (e.g. person does not acquire right to pension etc.)?



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What is the legal and funding context of organisations providing these activities that are not officially recognised as employment? Are there any negative consequences for the organisation providing these services (e.g. less funding available for these schemes)?

There is no legal definition of employment, but there is Employment Codex which describes all things about agreements between employer and employee.

There are such a forms of employment relation in Poland as:

1. employment based on agreement for job (regularly – full or part time)
2. employment based on agreement for order (for some tasks)
3. employment based on agreement for work (for creation artwork etc.)
4. manager contract
5. employee leasing
6. self-employment (in own company, or Social Cooperative Societies)
7. supported employment (supported by public sector)

Social employment (in Social Integration Centre) is not employment It doesn't gives a right to pension or rental.

3.5. Social benefits

What social benefits are people who are homeless entitled to in your country? Please indicate in how far entitlements vary according to the status of the person (national, EU national, third-country national, refugee) and evaluate their effectiveness in helping people who are homeless to move towards employment.

- Unemployment related benefits
- Disability or sickness related benefits
- Housing benefits
- Minimum Income benefits
- Other, please specify

There is few social benefits that homeless people have access:

Unemployment benefit – if you are able to work, and you are registered in Powiat Labour Office as unemployment ready to work, you are able to receive Unemployment benefit (if you were working thru last 12 months on full time job in Poland or EU). You could receive this benefit max 6 months, after this you are losing it. If you refuse few offers of job, you may lose this benefit. Right now it's about 150 euro every month. To receive this benefit you have to be polish citizen or legal registered refugee). Homeless people a part of this benefit system.

Social rental – for those people after 18 years old, completely unable to work if disability has became before 18 years of age. To receive this benefit you have to be polish citizen or legal registered refugee. Social pension is about 150 euro right now. Homeless people a part of this benefit system.

Rental according unable to work – this benefit belongs to people who are no able to work, and they more than 18 years old. Disability has to became after 18. Rental could be permanent or temporary it depend on disability. Amount of money depends on disability (full disability, medium disability, low disability). Minimum amount of money if someone is completely unable to work is about 200 euro, and if some one is in part unable to work about 150 euro. Amount of money depends on years of working etc. so practice could be much, much higher. Homeless people a part of this benefit system.

Rent rebate (allowance) – it is a benefit which is directed to people who have a problems with cost of the apartment. Rent allowance is difference between cost of apartment and all of income (thru all family). It also depends of how high is family or person income. Rent allowance is directed to people who have their own flat (apartment) or have a right to cooperative society apartment. Mostly homeless people don't have possibility because they are living in renting apartments.



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Minimum income – there is no minimum income benefit, but there is Social Welfare Benefits, which can be provided as one of the reason. Social Welfare benefits take as one criteria also low income (it's about 120 euro). There are few benefits – permanent, temporary etc.

Polish system of social benefits is completely incomprehensible and complicated. There is no clear circumstances when institution could hold paying it. A lot of people is addicted to this support, even if it so low, but a lot of people take those money and they are working in black market. Polish system of social benefits is very old and ineffective.

3.6. Compulsory participation

Are social benefits payments linked to compulsory participation in activation schemes? If yes, what kinds of obligations exist for which benefits? Do obligations differ according to the different ETHOS categories? Are the obligations effective for homeless people or are there any negative spin-offs in relation to this?

In paper yes, there is a lot of duties that you have to fulfil, for example you have to be active in finding job, you can not work illegally etc. But in practices polish system doesn't have enough social workers and work advisors which can check all details and go thru all social work. There is big group of people who are living from social benefits, and in this time they don't do anything to change their situation. Polish social benefit system teaches people passive way of living, reducing human needs, and working on black market. System of benefits does not suit to individual needs, it's not flexible which is crucial in effective support.

3.7. General context and trend

Do you think the political, economic and social context for people who are homeless in gaining employment has become more difficult/easier recently? If yes, what has changed and why?

Generally I think that all situation is changing in good direction. We have more tool which can be useful in working in area of Social Inclusion. Still they biggest issue is a lack o prevention and lack of coordination between social welfare, health, labour and housing market systems. Still there is big unfixed problem with people who have debts. One of the main problems is also passive system of social benefits, even though those benefits are low, we spend millions on it. It will be better to give people more money but to put bigger pressure on effects (hiring more social workers and job advisors).

4. *Employment schemes/tools for people who are homeless*

Which employment/activation tools or services are available to people experiencing homelessness in your country? Please describe and evaluate their effectiveness for people who are homeless. Are they mainstream schemes or are they tailored for people experiencing homelessness? Can you give a "good practice" example?

4.1.1. Support schemes that help homeless people to find a job (internet access, job ads etc.):
Please provide a brief description of what this entails:

It exists as regularly base directed to all unemployed people. But there is a lot of ngo's opening such a activities only for homeless people. It's good form of education for people, but to be effective it has to be correlated with other more permanent forms). Mostly it's ngo's activity not based on polish law. Such a activities could be good start for more deeply work with homeless person.

4.1.2. Support after job placement (counselling, helping to set up a bank account etc.)
Please provide a brief description of what this entails:

The same thing, it' s exist for all people, but it's not so popular. Few organisations have such a services. Mostly integration programmes for homeless people doesn't have monitoring activities after finding a job. In my opinion it's very good form, and maybe lack o such services could be one of the reasons of not so effective system of social integration in Poland.

4.1.3. Supported employment🔒



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Please provide a brief description of what this entails:

It's also not specialized service to homeless people but for whole people

We could say that it is:

Occupational preparing or training – all unemployed people could be directed by Powiat Labour Office to occupational training. It takes 6 months, during this time people who are unemployed are training job skill's in private companies (enterprises), institutions or ngo's. Office is paying for this training about 150 euro every month (unemployment benefit). Employer doesn't have to pay anything, he have a free – teaching worker. Occupational preparing is directed to people after 25 years old. Occupational training is directed to people between 18 and 25. This form could be organised only by Labour Offices.

Education in work place – this is similar form of supported employment to occupational preparing. Differences is that only NGO's could organise it. This form was created when ESF funds has appear. The program is the same as in occupational preparation. The amount of money is a little bit higher because it's half of smallest salary in Poland (right now this benefit is about 200 euro).

Good examples – 12 brave man project, Agenda of Homelessness

Supported employment for disability people – there is a lot of support in Poland if employer wants to hire disability person. Employer could from one hand receive money for creation place of working for this person (for example buying computer or machines), form the other hand every employer which hire disabled person could receive 70% of the nearest salary in Poland (nearest salary in Poland it's about 300 euro). One of the criteria is that employer should have 25 full time workers and hirer 6% form them disabled people.

4.1.4. Social economy or social enterprise

Please provide a brief description of what this entails:

Social economy in Poland is still growing. We have Social Cooperative Societies (look at 3.3 point), a lot of existing SCS are made by homeless people, there is a lot of SCS in Poznan, some of the Social Integration Centres also delivers services outsides and earn money for their existence, it could be also seen as a Social economy.

There is a lot of ngo's who are working with homeless people, and creates small enterprises, delivering small services like renovations, garden services, shops, street paper, bike rental, printing and publishing etc. They receive small money for it. Homeless people working there and they are hired by ngo's. Some of those organizations have their own economic activity (as normal privet profit sector).

Good examples – Caritas, Barka Foundation projects, Agenda of Homelessness, Monar, Emaus

4.1.5. Vocational training:

Please provide a brief description of what this entails:

Look thru 4.1.3. nad 4.1.4.

Still like other areas all of such activities depends on creativity of institutions dealing with homeless people. It could be done by workshops, and other forms like SIC, occupational preparing etc. Specially workshops in the different specialisation is quite useful – they have low access, you could come whenever you want and do something useful. In Poland exists different kind of workshops (furniture, shops, handmade, computer etc.), some of them are also small social enterprises.

Good example is – Back on track – Saint Brother Albert Society, Barka, Monar.



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4.1.6. Life skills training and meaningful occupation

Please provide a brief description of what this entails:

There is only few programmes gathering together occupational activation and housing education. Good example is project called "Next chance" made in Wola district in Warsaw. Homeless people were renovating old apartments, get job skills, and after project receive few from renovated apartments.

But life skills training could be realised by so called **Assistants** (in Pomerania) or **Acompaniator** (in Caritas, Saint Brother Albert Society) or **JobCoach** (in Krakow). The idea is that is to be with homeless person thru road to independence. Assistants and others are so called Mentor for homeless people, they are teaching homeless people how to use institutions, how to raise good and strong relationship, how to use cultural places like cinema etc., how to live independent in their own flats, how to have to not lose a job etc. It's based on individual relation, where it's much stronger relation between homeless person and professionalist.

Good examples – Agenda of Homeless, Caritas, Saint Brother Albert, Pinel Foundation

4.1.7. Other, please specify

Please provide a brief description of what this entails:

4.2. Participation of service users

Do service users participate in the design of services that aim to promote the employability of people who are homeless? If yes, how do service users participate and is this participation effective? Is this participation compulsory in order to benefit from a service? If there is no participation of service users, how does this affect homeless individuals' employment success?

There is no legal obligation to create services with the participation of homeless people. Anyway it's good practice. Many organisations ask homeless people what are their needs, expectations and suggestions, on this fundaments ngo's are building their projects. Some of the programmes creates some bodies from participants which are consulting the ideas, realisations, regulations. It's very effective way to improve involvement, raise and developed motivation.

4.3. Geographical distribution of services

Is there an adequate geographical distribution of employment services for people who are homeless in your country? Are there any areas which are insufficiently covered by employment services that target people who are homeless?

Employment services for homeless people usually are developed in big cities (Poznan, Krakow, Kielce, Katowice, Gdansk) but in smaller cities there is lack of such a services. Much depends on how strong the organisations are. All services created for homeless people have rather individual, project level than systematic and strategic level. There is a lot of areas where still all support have only intervention character and there is much to do in the area of social integration.

5. Training for employers or public administration

5.1. Are you aware of any training schemes or projects in your country that target employers or public administrators to raise awareness about the situation of people who are homeless and their specific needs in relation to employment? Could you describe and evaluate them shortly?

There is few projects in this field. Barka, Saint Brother Alberta, Caritas and Pomeranian Forum have done a lot of such a education. Those projects were made from ESF Funds but also from Ministry Funds etc. A lot of project directed to homeless people have such a component like fighting with stereotypes.



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5.2. Do you know of any projects to offer training for employers so in the future? If no, do you think that this would be a useful initiative?

Yes there are, especially because of the ESF 2007-2013, for example Pomeranian Forum want's to organise education project in this fiels only for employers, public sector and ngo's. Whole project takes 18 months and cover all Poland.

6. Cooperation between different stakeholders

Do you work together with stakeholders in the field of employment, skills or training?

If yes, please state which ones, and provide a description and evaluation of the type of cooperation you have with them.

Gender dimension: Does cooperation differ between organisations working with men and organisations working with women? If yes, please describe in more detail.

- Private companies
- Trade Unions
- Job-Centres
- Local or regional government departments or agencies
- National government departments or agencies
- Social enterprises
- Other NGOs
- Schools and universities
- Other, please specify.

In general we could say that there is lack of such a cooperation. Poland is very divided into sectors of social welfare, labour market, housing market and health. There is lack of cooperation between service providers and other stakeholders. We don't have system of exchanging information's, education, training, coordinating activities. There are also not big differences between woman and men organisations.

Anyway there is a lot of projects specially funding from ESF or EQUAL which promotes partnerships, together with public, private and ngo sector. Partnerships gathering together Universities, private companies, trade unions, labour offices, schools, employers federations, local and national governments. We hope that main findings of those projects will be put in national and regional regulations.

Those partnerships have different aims and profiles. Some of them was created to improve Social Integration for Homeless, some of them to make studies and researches on this field, to make changes in law etc.

In our government there is good project of Social Policy Act, which promotes cooperation between different sectors of social policy institutions (health, housing, labour, welfare etc.) and different levels (ngo, private, public).

7. Funding of employment services for people who are homeless

How are employment services for people experiencing homelessness funded in your country?

7.1. What is the relation of the respective funding source to the overall budget? Please indicate to which service you refer to.

- **State funding** (other than Structural Funds/ESF) – supported employment (30%); social economy (10%), life skills training (10%); Support schemes that help homeless people to find a job (30%); Support after job placement (5%); Vocational training (30%)



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- **European Social Fund** – supported employment (30%); social economy (35%), life skills training (40%); Support schemes that help homeless people to find a job (30%); Support after job placement (60%); Vocational training (40%)
- **Community Initiative EQUAL** – supported employment (50%), social economy (50%), life skills training (50%); Support schemes that help homeless people to find a job (40%); Support after job placement (35%); Vocational training (30%)
- Other EU funds/projects (please specify)
- Income through work force/products that were sold – social economy (5%)
- Fundraising
- Charitable Foundations
- Membership fees
- Other, EOG Funds, and other Funds – 5%-10% in general

7.2. How secure is the majority of your funding for employment related activities?

- Less than 1 year
- Secured for 1-3 years
- Secured for more than 3 years

Every year Ministry of Labour and Social Policy made call for proposals in the program which is called "Return of homeless people into society". This program have different, very ambitious aims, also employment. The problem of this program is that funding comes from October to December, and organisations have only 3 months to make a program. In reality it's impossible to make any social inclusion project during this period, especially with homeless people. So the money from this fund goes rather to current expenses of crisis intervention that social integration programs. Program have also propaganda background, our government could say to public opinion before winter that we have given 10 million zlotys for fighting homelessness. Nobody is asking for what purposes those money were spend.

State Funding (other programs from Ministry, Local Governments etc) usually are secure less than a year. ESF funds and EQUAL are usually between 1-3 years. Others funds are secure for 1 to 1,5 year.

7.3. Are services financed in a way that they can actually deliver the necessary support for people who are homeless? If not, what problems exist in relation to the funding of the services? Please describe in more detail.

Look at 7.2.

The other problem is that it's difficult to combine in ESF projects occupational activation and housing activation which is crucial in the process of social integration. ESF funds are design for strength labour market not housing market, but it's difficult to reach a goal which is independent living if we don't have a tools to training skills which are necessary in living in home. Other thing is that reintegration programmes should be sometimes longer than 3 year. In the 2007-2013 ESF programs it will possible to make longer programs.

8. Indicators and success factors

Have employment services for people who are homeless been successful in bringing people experiencing homelessness back into employment?

8.1. Are you aware of any indicators that exist in your country to measure the positive outcomes of employment schemes for people experiencing homelessness and could you describe them?

It's very individual problem. At National level there is no legislation on this, there is also no definition on what the success in field of homelessness is. Some of the projects, specially from ESF or EQUAL require some indicators which shows impact of the project – during and after project.



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For example in Agenda of Homelessness project there is very wide process of monitoring outcomes: Monitoring of homeless people goes thru different levels like:

- Economical
- Housing
- Employment
- Psychological
- Health
- Social

Process of monitoring is started form wide diagnosis on those fields, then during the project workers have to observe and report changes in those areas. The key person in the process of monitoring is Assistant. Every area have different indicators for example in the area of employment: starting, continue, ending, quality of work, contact with employer and others employee etc. of training, workshops, supported employment, regular employment. Some projects 2 years after finishing the project still monitoring the participants.

8.2. What are they key factors for the success of employment projects? What are the main challenges that remain? **Are success factors:**

- **Project/scheme related** (holistic approach, personalised approach, assessment of needs and aspirations of service user, financial resources available, length of a project/scheme, cooperation with other actors...)? Please describe in more detail.

The key factor of the success of employment projects is first of all:

1. Projects in area of employment should be integrated with others areas like housing, addiction therapy, social education. Very important is holistic approach. Homeless people have to feel that they have wide support in process of reintegration, there is nothing worst if the person started regular employment and still thru many months staying in shelter or hostel, which drowns him down.
 2. Next thing is to involved many actors and partners in the project.
 3. Very important is also financial sustainability and enough length of the project
- **Service user related** (motivation and skills of service user, health situation of service user...)? Please describe in more detail.
 1. Motivation is very important, but the aim of the projects is also to improve and developed this motivation. Levels of the engage in project in area of employment should be different. It could be small workshop for those people who would like to come time to time, it could more intensified training of job skills, and it could be very intensified supported employment. The level of engage depends on the one hand from the need and expectations of homeless person form the other hand from motivation, skills and rescotes of homeless person.
 2. From our experience very important thing is alcohol addiction therapy, in Poland alcohol abuse is the main problem of many homeless people. Decision about the level of engage homeless person in employment activity should be made under circumstances of addiction (for example together with therapist).
 - **Context related** (institutional context, political context, socio-economic context, funding context...)? Please describe in more detail.

9. Data collection and research

9.1. Is data on the employment situation of people who are homeless collected in your country? If yes, who collects this information?



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There is no official national statistic on employment of homeless people. There is some statistic made by some cities, especially by Social Welfare services, but they are not so reliable. Labour Offices also doesn't have statistics how many homeless people use their services.

There is some studies and researches made in Pomerania, and employment is a part of those studies.

One big survey which was done 2001, 2003 and 2005 have some information on scale of economical inactivity, information on unemployment (does information was based for fulfilling this questionnaire), others form of economical activity etc. Survey 2005 reach to 2753 persons. Survey will be repeat 7 of December 2007. This survey covers ETHOS 1 and 2.

Study on economical activity was made for "Back on track" EQUAL project. This survey was made in Saint Brothers Albert institutions.

In "Agenda of Homelessness" there is also a lot of researches made by University of Gdansk and Pomeranian Forum. The biggest is the "Socio-psychological profile of homeless person in Tricity". In this research the is about 30-40 questions on employment and economical activity. Findings from this research will be published at the beginning of 2008.

Some studies were also made by Caritas Poland, Monar.

Generally there is lack of reliable studies base on surveys or data collection bases

9.2. Do you know of any research undertaken on employment for people experiencing homelessness by academic or other bodies in your country? If yes, please describe in more detail.

University of Gdansk, Economical Academy in Poznan, Lublin Catholic University, but there is a lot of student in others academic bodies that are interested in homelessness, form other bodies only NGO's have more information on this, and they are doing anything in this field.

10. The right to work of people who are homeless

10.1. Do you know of any examples where a rights-based approach has been adopted in relation to the right to work for people who are homeless or other vulnerable groups, whether in the form of court cases or campaigns?

There is a lot of campaigns or actions for promotion right to employment of disabled people, woman, mentally disabled etc, but till this time there were no such action if it goes on homeless people.

10.2. Is the work situation of people who are homeless a political issue in your country? Could it be a useful campaigning point? Why? Why not?

Right now any social problems are marginalised by government and politician. I think that such a campaign could be useful, we need politician and public opinion support on this issue. Specially that after many people emigrate to GB, we don't have enough "hands to work". The question is are we gonna activities people who are unactive economical or we want to find workers from others countries (Rusia, Asia etc).

Annex: Working definitions – only for guidance!

For most of the following concepts, there is **no common definition at European or international level**. Concepts vary from country to country; there is no clear-cut distinction between the concepts and the list is not exhaustive. The **aim of this guidance note** therefore is only to give you **an idea about what different terms used in the questionnaire may refer to in order to help especially non-native speakers translating and responding to the questionnaire**. On the basis of your input, FEANTSA will further develop these concepts.

In alphabetical order

Alternative labour market (“informal economy”): economic activities are not regulated under national labour law. Employment on the alternative labour market may involve illegal dealings, such as direct cash payments or the lack of a legal job contracts. A person working on the alternative labour market usually does not benefit from the same rights and benefits as a person employed in the mainstream labour market (e.g. does not acquire pension rights etc.)

Economically inactive (national definitions may vary considerably from this definition – see also “unemployed”): Persons between 16-65 who are without work or without paid work and who are not actively seeking work.

Employability: development of skills and competencies that allow a person to connect with the labour market

Life skills training: Aim of the training activity is to allow a person to live independently and to develop essential life skills that people need to function in the community, such as budgeting, personal hygiene, assertion not aggression etc.

Mainstream labour market: labour market where workers are employed on the basis of their skills and compete with other workers without discrimination. The labour market is regulated under the national labour law.

(Social criteria may apply if an employer chooses to do so, e.g. in the context of its Corporate Social Responsibility scheme.)

Meaningful occupation: helps the person moving away from a homeless lifestyle and to rejoin the wider community through finding something purposeful to do. The main aims are to build the persons self confidence and self esteem. Meaningful occupation is often organised within a shelter. The activity is usually unpaid. Meaningful occupation may make a social or economic contribution. Possible examples of meaningful occupations are: photography, art, crafts, furniture making, computing.

Occupational activity: Activities that will develop the employability of the individual

Seeking work: take specific steps to seek paid employment or self-employment. The specific steps may include registration at a public or private employment exchange; application to employers; checking at worksites, farms, factory gates, market or other assembly places; placing or answering newspaper advertisements; seeking assistance of friends or relatives; looking for land, building, machinery or equipment to establish own enterprise; arranging for financial resources; applying for permits and licences, etc.

Social economy: businesses that are “not –for - personal-profit” but offer employment which is regulated under the national labour law; Principles such as solidarity, participation are more important than a personal financial benefit. However, social enterprises may be competing with conventional businesses on the same market. Social enterprises may include: community owned businesses; local self help organisations engaged in trading activities with social, economic or environmental benefit. Social



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enterprises may have the status of cooperatives and mutual benefit societies. They may be linked to associations and foundations.

Supported employment: the person is placed (most often temporarily) in a work setting on the mainstream labour market (in the private or public sector) or in the social economy but receives ongoing support. This support may be **financial**. For example, the salary may be paid by a third party (e.g. public funding) or there is a guaranteed replacement for the employer in case of no-show of the employee. There may also be **personal support** in the form of counselling, ongoing evaluation of job performance etc. Ongoing **vocational training** may also be a form of supported employment.

Unemployed (ILO definition - national definitions may vary considerably from this definition)

All persons above a certain age (usually between 16-65 or similar) who are:

- without work (i.e. are not in paid employment or self employment)
- currently available for work (i.e. are available for paid employment or self-employment)
- seeking work  (i.e. have taken specific steps to seek paid employment or self-employment)

Vocational Training: the person participates in training courses in order to develop essential job skills that will help the person to find a paid job on the mainstream labour market or in the social economy. Possible examples: CV writing, computer trainings, mechanical trainings etc.