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The need for an in-depth and systematic reflection on support and integration measures for new male and female residents of Polish cities is a direct result of the scale of the phenomenon of the growing proportion of the population who experienced migration.¹ As the processes of integrating migrants into different areas of life take place primarily at the local level, the design and implementation of measures responding to the needs of the changing resident population, and thus the design and implementation of local inclusion policies, i.e. policies that offer all residents equal opportunities to participate in economic, social and cultural life, as well as equal access to urban public services, assume particular importance at the municipal level.

“Social Support Programme for Immigrants Residing in Gdynia for years 2024–2026” [hereinafter also referred to as the Programme] was developed as part of the project “Include – Educating for Inclusion” co-financed by the European Union under the Erasmus+ programme. Implemented through an international partnership of seven institutions and organisations, including Municipal Social Welfare Centre, MOPS Gdynia representing the Municipality of the City of Gdynia, the project aims to build the capacity of those involved in supporting migrants’ inclusion through, *inter alia*, the development of strategies for inclusive cities and local communities and the implementation of local action plans and community inclusion strategies for migrants. The Programme is the culmination of the work of a multidisciplinary group comprising representatives of key urban actors involved daily in supporting people with a migrant experience. The conclusions of the diagnosis were based both on desk research and information provided by stakeholders during structured meetings and expert interviews. They also reflect the opinions gathered during the project’s community mapping and reporting workshops with the exclusive participation of representatives of Gdynia’s migrant community.

The presented paper/plan constitutes a programme. That is, it covers one issue/problem referring to some substantive parts of the strategic document, is more detailed, and is designed to achieve a particular outcome within a defined timeframe (shorter one than in a strategy) and with a defined set of resources. As the strategy is the master plan for the programmes, covering issues at the most general level and in the broadest timeframe, any programme detailing the content therein and addressing them at a more specific level should not be contradictory in terms of logic or merits. From this viewpoint, the developed Programme corresponds to the assumptions of “Gdyńska Strategia Rozwiązywania

¹ Laboratory of Urban and Regional Migration Policies, OBM UW, *Model lokalnej polityki włączania migrantów i migrantek w życie miast. Założenia i rekomendacje*, Warszawa 2023, p. 4.

Problemów Społecznych 2030” [Gdynia Strategy for Solving Social Problems 2030] in terms of planning activities in key areas of social support, and in particular, developing cross-sectoral activities in solving social problems (Priority 1 of the Strategy), increasing the number of population-based research projects in the domain of social problems (Priority 2 of the Strategy), improving access of Gdynia residents to offers satisfying life needs (Priority 3 of the Strategy) and complementing system solutions aimed at developing resources and reducing deficits in key areas of social support (Priority 7 of the Strategy).

The Programme sets out the objectives and directions of the municipality's activities in the area of support for individuals and families who experienced migration during 2024–2026. The first, 'diagnosis' (background analysis) part of the paper presents both data on the scale of migration in Gdynia and the city's institutional resources dedicated to supporting foreigners, including the entities cooperating in this endeavour. The diagnostic section concludes with a list of barriers and challenges posed by the local support system to individuals and families who experienced migration. The second, strategy part of the Programme, describes the goals and tasks to be implemented in the adopted timeframe, while the third part defines the process of Programme implementation.

It should be emphasised that the form and idea of the “Social Support Programme for Immigrants Residing in Gdynia for years 2024–2026” is semi-open, i.e. it is a proposal for further participation in the improvement and planning of activities within the framework of the local policy for the inclusion of immigrant women and men in the life of the city.

BACKGROUND ANALYSIS

This section presents data on the scale of immigration into Gdynia, the city's resources dedicated to supporting people and families who experienced migration and the entities collaborating in this endeavour.

The chapter also lists and describes the main barriers and challenges posed by the local migrant support system – as defined by both key stakeholders and representatives of the migrant community.

1. SCALE OF IMMIGRATION IN GDYNIA

The number of foreigners actually living in Gdynia is difficult to estimate due to the lack of a comprehensive and up-to-date register. The data is dispersed among different city institutions and some of the people residing in the country or city do not legalise their stay and employment.

At the end of 2021, the number of foreigners registered in Gdynia for permanent or temporary residence was 2595. Almost half of them (44.4%, i.e. 1152 persons) were Ukrainian nationals. However, the official data on registrations do not reflect the actual scale of Gdynia's migrant population. Based on official data concerning the number of declarations of intention to entrust work to a foreigner and work performed within the territory of Gdynia, it can be estimated that in 2021, the number of foreigners in Gdynia was no less than 15,000 (out of 244,000 residents registered in Gdynia then). Ukrainian nationals were by far the most numerous among them.

A turning point – in terms of the number of foreigners residing both in Poland and in Gdynia – was the outbreak of armed conflict in Ukraine on 24 February 2022. According to the Polish Border Guard [Polish: Straż Graniczna], 8.831 million Ukrainian nationals fleeing the hostilities have crossed the Polish border since the outbreak of war until 31 December 2022. In the modern history of Poland, there has never been an immigration crisis on such a large scale, in addition, caused by an armed conflict in a neighbouring country. Many cities in Poland were facing a refugee crisis. As an important transport hub in the north of the country – because of ferry connections to Scandinavia, numerous railway connections and the agglomeration character of Tricity [Polish: Trójmiasto] – Gdynia is among the main Polish cities experiencing an inflow of Ukrainian citizens. According to the number of people supported by the activities of the information and consulting point for refugees from Ukraine at the Gdynia Główna railway station and the number of PESELS' (personal identification numbers) issued for Ukraine nationals, it is estimated that **in the first months after the outbreak of the armed conflict, no less than 25,000 refugees arrived in Gdynia and the total number of foreigners residing in the city more than doubled during that time.**

Current registration data show that in October 2023, the number of foreigners registered in Gdynia for permanent or temporary residence was 3036 (of whom 39.6% were Ukrainian nationals). Compared to the more reliable – in the context of attempts to estimate the actual scale of migration – data from the District Labour Office register in Gdynia from March 2022 to September 2023, **over 13.3 thousand** declarations of entrustment of work (BAEL) and **over 15.8 thousand** notifications of employment were received – and these concerned Ukrainian nationals alone. During this period, **nearly 13.5 thousand** applications for UKR status, i.e. *de facto* applications by Ukrainian nationals to legalise their



stay in Poland, were also registered in Gdynia. According to official data, the number of people staying in Gdynia is no less than 13,000. However, data from the labour market and support institutions suggest that the number of people with migration experience actually living in the city may be up to twice as much.

Regarding the scale of migration, since the outbreak of the armed conflict in Ukraine, its nature has been changing – from temporary and mainly labour migration to settlement and long-term migration. This is indicated by data from social welfare and educational institutions. Through legislative changes at the national level, which opened up access to social benefits for Ukrainian nationals (to which they had limited access before March 2022), the number of foreigners covered by institutional and long-term support from MOPS Gdynia increased significantly (from 12 people in 3 foreign families in 2018 to 896 people in 313 foreign families from January to September 2023). Similarly, the number of foreign children attending Gdynia's primary and secondary schools has also increased significantly i.e. threefold (from 176 pupils in the 2017/2018 school year to 574 pupils in the 2022/2023 school year; more than half of the pupils are children and young people of Ukrainian nationality).

From the perspective of social welfare, in the first months after the outbreak of the armed conflict in Ukraine, it was undoubtedly a major challenge to prepare the institutional support system for the emerging needs and challenges. The aforementioned should be linked to the scale of the intervention and the significant inflow of refugees in the short term, including the predominance of groups with high vulnerability and special needs (mothers with young children and senior citizens), the implementation of emergency measures in health and life-threatening situations, the need for an *ad hoc* provision of essential health and social and subsistence needs, including the organisation of collective accommodation facilities, and, in the following months, implementation of measures to settle, integrate and socio-professionally activate immigrants in their new place of residence. The characteristics of the people and the scale of the phenomenon have generated new and non-standard forms and scopes of support in Gdynia. From the perspective of more than a year and a half, however, the growth of the immigrant population in Gdynia has not caused long-term systemic difficulties. Currently, there are no collective accommodation facilities in Gdynia. The model of access to social assistance for migrants has become established (e.g. the functioning of the Information Point, access to translators and interpreters) and the network of inter-institutional cooperation, at the international level too (UNICEF, UNHCR), has emerged and stabilised. The resources and forms of support for migrants in Gdynia are described in the next section.



2. GDYNIA'S RESOURCES TO SUPPORT INDIVIDUALS AND FAMILIES WHO EXPERIENCED MIGRATION

This subsection reviews the urban resources for the social inclusion of migrants. Indeed, an important element of strategic planning is the identification of potential municipal resources and actors who will be involved in the implementation and realisation of the actions envisaged.

In Gdynia, there is a coalition working model based on the activities of Immigrant Support group of Gdynia [Polish: Gdyńska Grupa na Rzecz Wspierania Imigrantów]. This informal coalition was formed in 2016, with representatives from various city institutions, the Gdynia local government, the immigrant community and organisations working for foreigners. The coalition primarily aims to identify migrants in Gdynia, followed by implementing joint activities to improve the support process. Representatives of the coalition, directly involved in providing support to foreigners, meet at least twice a year to summarise and evaluate their activities.

Gdynia has a wide variety of institutional and other resources for the benefit of migrants. These resources carry out a constitutionally diverse range of activities, covering most of the major fields of activity of the city's new residents, including, *inter alia*, areas related to education, the labour market, social welfare, health, culture and leisure. Simultaneously, these resources are diversified in terms of formal status, encompassing both public institutions and non-governmental organisations. Some of the resources have existed in Gdynia for years, while others have been created over the past months in response to the migration crisis associated with the outbreak of the Ukraine war. They are also active resources, i.e. resources which are systematically expanded and improved according to currently diagnosed needs.

The methodology and standard of description are based on the recognition of the resources and functioning of Gdynia's open spaces.² The standardised descriptions indicate, *inter alia*, the nature of the entity, its key functions, and its offer or access conditions. The catalogue presented is not closed nor exhaustive but allows mapping of the key actors and their activities for the inclusion of migrants in the life of Gdynia.

² Source: https://mopsgdynia.pl/wp-content/uploads/2020/10/20._raport_OPs_2019_-_final.pdf.

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3. DIAGNOSIS OF BARRIERS AND CHALLENGES IN MIGRANT SUPPORT SYSTEM IN GDYNIA

This section of the Programme lists and describes the main barriers and challenges in the local migrant support system. The subsection is the result of a methodically planned **content socialisation process** – implemented based on the “*Include - Educating for Inclusion*” project – with the participation of key stakeholders, including representatives of the migrant community.

Work on defining the barriers in question was initiated at a practical level in July/August 2022, focusing initially on identifying the needs and opinions of a representation of migrant communities in Gdynia. To this end, **community mapping** workshops (developed as MapMeHappy by Anastasiya Ponomaryova, Petronela Bordeianu and Niels Grootjans) and **community reporting** (developed by Peoples Voice Media) were held. Those two approaches – merged by the INCLUDATE consortium – combine the open and inclusive benefits of storytelling with the visualising strength of community mapping to gain insights into the lived experiences of migrant residents. Both workshops were attended by 10 people each, with different migration experiences. The groups comprised people who had lived in Poland for varying periods between a few months and 8 years, including some participants who had lived in other Polish cities before settling in Gdynia. Some were forced to leave their home country due to political persecution or war. The participants were citizens of Ukraine (including four with refugee experience), Belarus and Romania, between 25 and 60 years old. A tangible result of the workshop was to define, based on the stories narrated, the key problems and barriers from the perspective and experiences of migrants’ everyday life in their new place of residence, including the identification of positive and negative places on the map of Gdynia in areas like education, housing, public and private services and administration. The map had to be completed by identifying “happy places”.

A concept of **Work Process Matrix** was developed for the Transnational Project Meeting in Copenhagen in October 2022, in which five steps of the process were identified and the proposed work content was briefly described. The Work Process Matrix was elaborated into helping tools (activity template) for partner organizations involved in the Include project. The tool was in the form of an analytical questionnaire. The tool aimed to propose a way for reflection in the planning process, including building a common understanding of the concept of strategy and planning process (step 1), reflecting on problems, barriers and assets in the planning process (step 2), reflecting on goals, tasks and activities in the planning process (steps 3–4) and reflecting on the implementation process (step 5).

In the next phase of work, a **Conversation of Change Event (CoC)** was held in February 2023. Notably, together with community mapping and reporting, the CoC provided a basis for a broader dialogue between different stakeholders (i.e. the migrant community, professionals and local decision-makers) on needs assessment and desired changes in the local migrant support system. A total of 15 people took part in this event. As intended, the participants were representatives of both public institutions and non-governmental organisations implementing a diverse range of statutory activities in the area of support for foreigners (social assistance and child protection, health, employment, education, culture and integration). Similarly, the representation of participants' positions and functions was broad and diversified – including both representatives of management (with decision-making influence in matters concerning the shaping of local social policy) and people working in direct contact with foreigners. The workshop was divided into two parts. The first presented the findings of the community mapping and reporting report, which was the result of a workshop with a group of migrants. The second part of the meeting was a moderated discussion, during which participants could share their insights and opinions on the report's conclusions, as well as outline key and priority actions and challenges for local policy in the area of support for foreigners.³

In the second quarter of 2023, the strategic planning phase began, conducted using the **building problem and goal tree based on the Logical Framework Approach**. A theoretical framework for adapting the method on project grounds was developed (quasi-job training, workshop scenario) and then tested in workshop form with a group of social welfare workers, enriching the developed material with new content. Workshops on the problem and goal tree making were also conducted during a project meeting in Palermo, Italy in June 2023, with the participation of representatives of the INCLUDATE project partner organisations.

Complementing the above methods, eight **expert opinions** were collected from professionals occupationally involved in migrant issues, in September 2023. The material developed so far served as a basis for individual interviews. The coalition partners were also involved in the development of the standardised descriptions of Gdynia's support resources presented in the earlier subsection. The next stage of socialising the content of the document involves **city consultations** among the local community at the Gdynia Dialogue Platform,⁴ the main aim of which is to involve all residents of Gdynia in improving the quality of life in the city. As indicated in the introduction, the semi-open nature of

³ See *Educating For Inclusion – analysing INCLUDATE communities*, accesses: <https://mopsgdynia.pl/wiecej-o-dzialalnosci/projekty/incl-ude-educating-for-inclusion/>

⁴ The platform of konsultujemy.gdynia.pl has been based on the Decidim platform created in Spain. The platform operates under an open licence and other local governments from different countries worldwide are also involved in its development; hence, the platform is constantly evolving. The Gdynia Dialogue Platform enables building a community around the dialogue processes in Gdynia, locating knowledge about all participatory processes as well as the councils and teams operating in the city in one place, standardising the city's activities involving citizens and providing opportunities for easy participation in specific processes happening on the Platform.



the Programme also implies further participation of local stakeholders in offering their opinions and improving the actions planned in the Programme.

The description of the diagnosed barriers and challenges in the local migrant support system – based on the aforementioned content socialisation process – was structured in terms of thematic areas: administration and cooperation, formal and legal regulations, communication, employment, housing, education, research and analysis. Notably, the barriers listed formed the basis for the priority strategic objectives and courses of action presented in the next chapter.

ADMINISTRATION AND COLLABORATION

LACK OF A LONG-TERM PROGRAMME/ACTION PLAN TO SUPPORT MIGRANTS IN THE MUNICIPALITY.

The offer of institutional support in Gdynia for foreigners should be considered broad: several entities are involved in providing support, including both public institutions and non-governmental organisations, each providing a targeted offer of support. The migration crisis, linked to the outbreak of war in Ukraine, necessitated a quick adaptation of this offer and its development to the new needs arising from the significant influx of migrants from the neighbouring country, in a very period. Thanks to the involvement of numerous entities, it was possible to address the key needs of migrants, particularly at the intervention level. A further plan for city actions – once the scale of intervention impacts has been reduced – should involve the development of a long-term programme (strategy document) to support migrants and the creation of sustainable solutions at the integration level.

Priority actions in the field of urban social policy are defined in Gdynia in several-year sectoral programmes, which are implementation and execution plans for the Gdynia Strategy for Solving Social Problems 2030 [Polish: Gdynńska Strategia Rozwiązywania Problemów Społecznych 2030], concretised to the level of tasks and activities, costs and implementation schedules. The themes of these programmes include *inter alia*, the areas of pro-family policy, family support and foster care development, support for seniors and healthy ageing, counteracting domestic violence, preventing and solving addiction problems, promoting employment and activating the local labour market. Thus far, the policies implemented in Gdynia have not been focused directly on an intercultural approach or integration of migrants. It would be an innovation for Gdynia to develop a dedicated *Migrant Inclusion/Integration Programme* that could be passed as a strategic plan for the municipality. The creation of the program is crucial to determine long-term needs for the development of social services implemented by the local government in terms of interculturalism and social diversity, to provide systemic changes and solution for the integration of the migrants as citizens.

LACK OF FORMAL AND CLEAR IDENTIFICATION OF AN ENTITY OR FUNCTION TO COORDINATE ALL ISSUES CONCERNING MIGRANT SUPPORT IN THE MUNICIPALITY.

Considering the increase in the number of migrants in Gdynia's population, as well as the number of institutions and entities involved in their support, the development of intercultural space and policy on a city-wide level necessitates a formal and clear identification of an entity or function in the organisational structure of the municipality coordinating all activities at the level of realisation of services and offers to migrants, as well as developing this function in a long-term model and rooting it permanently. This coordination should include activities such as collecting and integrating the needs of people experiencing social diversity (migrants, people with refugee experience), monitoring to what extent solutions for refugees and people from different cultural backgrounds are reflected in city policies and activities of individual institutions, and searching for proven forms of work/methodologies to implement in the local government. It should also include organising meetings of a team working in the municipality on the development and implementation of measures for migrants, formulating recommendations, reporting on the progress of the implemented activities to the College of the Mayor and the City Council and monitoring and development of migrants' participation in services design and decision-making process.

LOW LEVEL OF MIGRANT INVOLVEMENT IN DECISION-MAKING PROCESSES.

The large Ukrainian community in Gdynia or migrants in general do not have representatives in the form of NGOs or local leaders. Numerous Polish organizations support migrants, but this does not close the gap represented by the lack of migrants' own representation, acting as an advocate, diagnosing challenges and developing solutions. As per the principle of subsidiarity, it would be ideal for migrants to be involved in the decision-making process, solving their problems themselves. Therefore, the creation of migrant associations or foundations is important, because if they have a legal entity, they can also obtain support from public funds for the implementation of projects addressed to the migrant community. Bringing the representation of migrant communities into decision-making processes can also help to better understand their needs and opinions, leading to more effective solutions. The municipality's support in this area could include the recruitment of people living in Gdynia, especially those with experience in non-governmental projects, intensive training for preparing them to operate in Polish conditions, support in the creation (registration) of organisations and building their capacity to implement projects, to take extra care for the migrant groups by involving them in Gdynia's NGO social space.

LACK OF A FORMAL AND LONG-TERM FRAMEWORK FOR THE FUNCTIONING OF THE GDYNIA COALITION FOR MIGRANT SUPPORT. ITS INCOMPLETE COMPOSITION.

As mentioned, there has been a Group for the Support of Immigrants in Gdynia since 2016. The composition of the group, the way it functions, and the frequency of its meetings are based on informal working developed over time, and the framework in which the coalition operates is not authorised by any rules or regulations. Formalising the work of the coalition would primarily standardise the modalities and principles of cooperation in the implementation of cross-sectoral activities for the support and social inclusion of migrants. This standard could include, *inter alia*, the introduction of a presidency mechanism (change of leadership in organising and conducting coalition meetings), or annual action plans identifying priority thematic areas or issues for interdisciplinary work at a given time, including those relating to training and education activities. Moreover, the composition of the coalition should be continuously updated according to the current diagnosis of needs. Currently – due to incomplete knowledge among coalition members about the number of foreign families in Gdynia with limited parental authority and the number of court cases concerning the limitation of parental authority – there is an imperative to supplement the composition of the Gdynia coalition with a representative of the Probation, Welfare and Guardian ad Litem Services Team [Polish: Zespół Kuratorskiej Służby Sądowej]. As described earlier, both in Gdynia and in the composition of the coalition, there is also a lack of formalised representation of migrant communities.

EXCESSIVE INFORMATION IN DIFFERENT PLACES/INSTITUTIONS (DISPERSION OF INFORMATION FOR MIGRANTS).

The multiplicity of institutional and offer resources in Gdynia translates into a multiplicity of information channels, dispersed in different locations and municipal units. The importance of the barrier needs to be considered in two contexts.

From the migrants' perspective, the difficulty in finding and navigating a new institutional reality was – next to the language barrier – the most frequently cited challenge in the initial stage of migration. This was attributed to a lack of sufficient knowledge of the procedures to follow to legalise residence or employment, as well as which institution and where to report a problem. The administrative procedures in force under Polish law were very often perceived as lengthy, highly bureaucratic and unclear. The dispersion of competencies and scopes of action of public institutions, as well as information about them, was also considered particularly troublesome. In this aspect, the need to prepare an up-to-date guidebook for new residents (online version, in several languages) containing key information on formal and legal procedures, entitlements and offer resources was emphasised.

From the professionals' perspective, a major difficulty in assisting migrants is the lack of an effective system for redirecting a person in need to the appropriate institutions. This redirection sometimes only takes the form of forwarding contact details to the relevant institution or helping people register for a meeting. Later, these people often have to cope on their own, repeatedly explaining the situation to yet another institution. Communication barriers and the resulting misunderstandings often result in either refusal of support, or the person being redirected to another institution. The resultant sense of being lost and left to fend for themselves raises the risk of migrants stopping seeking further institutional help. According to the professionals' assessment, a well-organised system of contact between institutions and organisations and a unified referral system would not only facilitate the flow of information but would also provide greater care for those seeking institutional support. This is in line with the results of community mapping, according to which the greatest polarisation of opinions among migrants can be observed in the area of administration, which is largely determined by evaluations of the speed and clarity of administrative procedures, the flow and clarity of information and the manner of customer service. The more unclear – in the opinion of the respondents – the procedures and communications, the longer the waiting time for a decision, the less comprehensive the feedback, the lower the level of empathy or individualisation of the official's approach and the lower the overall rating of the institution.

To unify and integrate information channels on the offers of support available to migrants in the municipality, it is worth using both the activities of the existing coalition (in terms of developing appropriate information channels and a standard for redirecting people between institutions) and the great potential of existing resources of a city-wide nature (such as the Information Point for Foreigners, www.gdyniawspiera.pl portal or the free magazine issued by the City Hall titled *Ratusz*).

FORMAL AND LEGAL PROVISIONS

FORMAL RESTRICTIONS RELATED TO THE LEGALISATION OF MIGRANTS' RESIDENCE AND EMPLOYMENT AS A RESULT OF EXISTING AND OFTEN CHANGING LEGISLATION. UNCERTAINTY OF THE LEGAL SITUATION OF REFUGEES FROM UKRAINE.

In Poland, there are strictly defined laws regulating the rights of both migrants and individual public institutions. As of March 2022, there is an additional law setting out specific rules for the legalisation of residence and work of Ukrainian citizens who entered the territory of Poland due to the outbreak of war. According to experts, legal provisions change frequently, forcing the need for an institutional response and *ad hoc* adaptation



of the offer under current formal and legal provisions. At the same time, these provisions introduce increasing restrictions concerning legalisation of stay or employment (for example, the need for Ukrainian citizens to legalise their stay by March 2024, in the absence of which, it will become illegal, thus limiting the possibility of institutional support; the introduction from March 2023 of partial payment for Ukrainian citizens for staying in collective accommodation facilities, loss of legality of employment if they return after leaving the territory of the Republic of Poland for a minimum of 30 days). The diversity of national laws regulating the rights of foreigners residing in Poland, i.e. *de facto* differentiating the group of foreigners into Ukrainian citizens with refugee experience and others, also poses a problem. At the same time, it is worth pointing out that it is beyond the capacity of local authorities to overcome this barrier, which requires solutions through national legislation.

HIGH LEVELS OF UNCERTAINTY ABOUT THE STABILITY AND EXTENT OF GOVERNMENT FINANCIAL SUPPORT FOR MIGRANT MEASURES IMPLEMENTED BY LOCAL AUTHORITIES.

The outbreak of war in Ukraine and the associated influx of refugees into Poland, besides the intensification of intervention activities, necessitated the adaptation of the budgets of local government and municipal units to secure funding for newly launched or expanded municipal offerings for migrants. During this time, the financial support provided by the government to local governments for the implementation of support activities often proved insufficient vis-à-vis the scale of the needs and unexpected challenges that arose at the local level. The current problem remains not so much the amount of government funding provided, but the uncertainty about the stability and extent of this support over several years. As there are no official long-term government programmes in place to support migrants, it is difficult for local governments and NGOs to plan the extent of their involvement and the financial engineering of their budgets. The algorithm for the distribution of national funds for the implementation of migrant support activities also remains unknown.

MIGRANTS' INSUFFICIENT FAMILIARITY WITH KEY ASPECTS OF POLISH LAW.

Migrants' knowledge of legislation was considered insufficient – not only because of the complexity or variability of these laws but also because of the communication barrier and cultural differences. In the latter context, the issue of the proper custody of children was highlighted in particular, including the migrants' opinion of the harshness of Polish family law and their fear of the restriction or loss of parental authority. It is also important to skilfully support migrants in understanding cultural differences and their translation into specific legal provisions. The problem of knowledge of Polish legislation should be seen as corresponding to the barrier described earlier regarding the dispersion of information for migrants in different municipal institutions.

COMMUNICATION

INSUFFICIENT LEVEL OF COMMUNICATIVE (LANGUAGE) COMPETENCE OF MIGRANTS AND OFFICIALS.

Insufficient language skills are one of the key barriers to migrants' integration into the local community and adaptation to new living conditions. *Inter alia*, it influences the ability to get a job and maintain it, the education process at school, the willingness to engage in extracurricular activities and social contacts with native speakers, as well as the understanding of the specific functioning of individual public/support institutions or applicable legislation. Professionals' experience further shows that a lack of language skills sometimes goes hand in hand with a reluctance of migrants to actively learn the language or even a reluctance – once they have completed a course and know the basics of the language – to use and communicate in a foreign language. Access to certified translators and possibilities for translating official documents free of charge are also considered insufficient.

It is worth emphasising that the problem of inadequate foreign language skills also affects officials and support providers – the need to improve the language skills of this target group was therefore considered important. Specialists pointed out that the shortage of specialists who speak Russian or Ukrainian poses a huge challenge. Due to communication barriers, directing a person in need to a specific institution sometimes results in a limited possibility of providing assistance. This is particularly the case for psychotherapists and psychiatrists, whose support is essential when there is a serious family crisis, domestic violence or addiction problem.

LOW ACCESS TO FREE AND INTENSIVE (LONG-TERM) POLISH LANGUAGE COURSES.

Free Polish language courses for migrants are available in the municipality; however, these are characterised by low intensity (meetings once a week), making it impossible to learn the language to a communicative degree in a short time. The high-intensity courses available on the open market, due to their fee, are practically difficult to access for migrants. In recent months, largely thanks to a cooperation agreement between the Municipality of Gdynia and UNICEF, the offer of free and intensive (long-term) Polish language courses for foreigners has been systematically expanded. The challenge remains both to systematically increase and maintain the availability of the offer at a level that meets demand and to integrate the database of Polish language courses available in Gdynia.

EMPLOYMENT

DIFFICULTIES IN FINDING EMPLOYMENT THAT ALLOWS SELF-SUPPORT.

Migrants have difficulty finding employment on their own and limited accessibility to the open labour market. This could be linked mainly to the language barrier, which necessitates the need to seek employment through private employment agencies. This usually results in migrants taking up employment with excessive working hours (as per Polish law) or low-paid employment, forcing them to perform several jobs simultaneously or in poor employment conditions.

The importance of the issue should also be seen in the context of being able to support oneself in the country of settlement, including the fulfilment of basic social and living needs such as housing rental. This is one of the most significant problems that translates into a precarious situation for foreigners in Poland, entailing a poor family life and a low level of integration into the local community. Even when they find jobs, migrants very often have to work more and harder, for lower wages. This is associated with a constant sense of insecurity, lack of time for family, lack of time to participate in events organised by the city, or a decrease in mental condition.

In the first weeks after the outbreak of armed conflict in Ukraine, high demand for migrant employment was observed. This was influenced in particular by the simplification of legal procedures for legal employment, the great interest of Polish employers and the number of offers that followed (very often the willingness to take up employment, regardless of language skills, was what counted). After several months, the number of available job offers for migrants has decreased, which is influenced, according to the collected opinions, by the following barriers:

1. On the employers' side: less willingness or apprehension in employing migrants (situations of job abandonment from one day to the next, instability of job provision) or preference for a particular profile of job candidate (younger people, people with relevant qualifications), lack of a trusted profile (necessary for submitting the required documents via the government portal praca.gov.pl).



2. On the side of migrants: insufficient qualifications for employment or lack of documents confirming professional qualifications, lack of knowledge of Polish or English language, seeking part-time employment, seeking employment via private agencies and complexity of legal regulations. From the perspective of the public labour market institutions, it also remains a significant problem for migrants to find a job in their profession, due also to their reluctance to take up employment below their qualifications even for a short period to gain experience in the Polish labour market. Due to formal and legal restrictions, it is often impossible for migrants to take up the same job as they held in their home country (e.g. in the case of the accounting profession, practical knowledge of other laws is required, and in the case of medics, nostrification of diplomas is required).

Making migrants independent of institutional support through self-sustaining employment is a major challenge for local authorities. Support in this area at the local government level should be linked above all to the provision of wide-ranging advice on the legalisation of employment and entitlements, as well as the organisation by public labour market institutions of regular information and advice meetings with employers and the acquisition of job offers. It is also becoming necessary – due to the increasing percentage of migrant families with long-term residence in Gdynia – to organise career counselling for foreign children and youth to advise them on choosing a secondary school, extracurricular activities, potential career paths based on their strengths and weaknesses and to show them opportunities and deficits in the labour market and education system significantly different from the native ones.

HOUSING

DIFFICULTIES IN FINDING HOUSING FOR RENT.

The majority of migrants surveyed indicated problems finding a flat to rent. These problems pertained primarily to high rental prices (which should also be linked to the barrier described earlier regarding the difficulty of finding employment that allows self-support) and the low availability of rental housing. At the same time, these barriers also apply to a large extent to many Polish families, from many Polish cities. The problems of housing affordability and high rental or purchase prices largely require systemic solutions, from a national policy level. The role of local government in this respect is largely limited to providing migrants with information support in finding and renting housing on the open market and, where legally justified, providing financial support.

EDUCATION

DIFFICULTIES IN FOREIGN CHILDREN ADAPTATION TO THE POLISH EDUCATIONAL SYSTEM.

The difficulties in adapting foreign children to the Polish educational system have several causes. According to the collected opinions, these include migrants' belief that their stay in Poland is a short one, which affects their motivation and willingness to learn the Polish language, lack of understanding of Polish family law and parents' fear of restriction/loss of parental authority (described earlier), teachers' difficulty in dividing duties between foreign and Polish children into integration classes, high turnover of foreign children in schools, legally regulated differences in fulfilment of compulsory education (foreign children have, for example, the possibility of distance learning). The latter translates into a *de facto* lack of control over the fulfilment of compulsory education by foreign children and the inability to enforce it. Incidental ones include situations where parents sign foreign children out of school, do not report absences, do not respond to reports of high absenteeism or do not make any contact with schools. The lack of compulsory schooling is not only a problem of creating educational deficits – school is a place not only for learning but also for meetings and social skills training. Reduced social and peer contact can block young people's natural developmental needs (such as the need to belong to a peer group, establish relationships and interact with others, *inter alia*), resulting in a deterioration of their psychological well-being, or an increased vulnerability to a crisis. A lack of information on the part of parents about the reasons for their children's absence from school can also trigger the intervention of services responsible for monitoring the family situation (social assistance, probation officers).

UNCERTAINTY ABOUT THE POSSIBILITY OF CONTINUING THE DEVELOPED MODEL OF EDUCATION IN SCHOOLS ON CULTURAL DIFFERENCES AND MULTICULTURALISM.

Current school statistics show that most classes have more than one Ukrainian refugee (or migrant in general) student. Consequently, children and youth have an opportunity to meet representatives of other cultures personally, which either prevents the formation of or dismantles stereotypes about other cultures. Moreover, children will develop curiosity about different cultures and countries, and further their integration with their class. On the other hand, this raises the need for regular educational activities in schools to raise public awareness of migrant cultures, thereby counteracting discrimination. An extremely important challenge in schools is to educate children and youth about tolerance, respect and empathy for other cultures. Despite the obvious similarities, our situation is very diverse. We have for example a different language, culture, religion and history. Therefore, it is important to teach all nationalities attending Gdynia's educational institutions that these differences are natural and that regardless of, for example, nationality, origin, material status and disability, all children are the same – they have the same needs, dreams, interests and experiences.

In Gdynia, such activities were largely initiated based on a cooperation agreement between the Municipality of Gdynia and UNICEF. Activities include multicultural meetings (in the form of a game and ‘the human library’) with other cultures and nationalities, during which participants learn about various aspects of national cultures directly from the culture representatives, with Days of Ukrainian Culture and Workshop on Tolerance (competition fund for the days of Ukrainian culture) or campaign for tolerance titled “We are all the same” addressed to students with the use of advertising spots, posters with youth graphics and TikTok videos made with the participation of Gdynia students. The current challenge remains to systematically implement such educational impact and to secure funding in the municipal budget for this purpose after the end of UNICEF funding.

In the context of cultural education in educational institutions, professionals also point out the insufficient number of intercultural teaching assistants in schools and the insufficient knowledge of teachers on working with children with a migrant background in nursery school or school. Analogous to the above, such activities have already been largely initiated in Gdynia based on a cooperation agreement with UNICEF and are focused on increasing staff competencies to conduct an intercultural offer, dedicated to people and teachers working in direct contact with children and youth with migrant backgrounds and for people building a support system (support in fulfilling a new role – intercultural activities and developing work methodology in everyday work with migrants). Sample activities include supplementary training, workshops, co-financing of studies developing intercultural competencies, monthly group meetings focused on the development of methodologies for working with children and youth with refugee experience, supervision and individual psychological support, creating materials and organising workshops and lessons on intercultural integration, including such issues as building relationships in the school or responding to intercultural challenges, integration and social diversity and developing a relationship-based and participatory environment. These improve teachers’ knowledge, awareness and the quality of their daily work and contribute to the implementation of best practices in terms of intercultural integration and social diversity support. As indicated above, the challenge remains – of continuing such activities after the end of the cooperation under the agreement with UNICEF and securing funding in the municipal budget for their implementation.

LIMITED OPPORTUNITIES FOR ADDITIONAL ACTIVITIES AND INCLUSIVE PROGRAMMES IN SCHOOLS.

This problem should be seen as linked to the barrier described earlier regarding cultural education in schools. The organisation of integration activities and classes in the municipality and schools is intended to increase the degree of integration of foreign and Polish children and thus the former’s adaptation to the new place of residence. The importance of the issue is indicated by the results of community mapping and reporting, according to which kindness and positive attitudes on the part of the natives play a very important role



in the social integration process. Migrants' positive experiences of social contact translate into their level of willingness to undertake institutional contact and/or participate in community life. They are also one of the main assimilation factors, preventing "ghettoisation" or the emergence of hermetic migrant groups enclosed in their own cultural or linguistic circle.

Undoubtedly, factors hindering the implementation of additional inclusive activities and programmes in schools are the overloaded core curriculum and the shortage of staff in schools to carry out such activities, as well as insufficient educational subsidies (a subsidy is a non-refundable support provided by the government to finance the educational tasks of a local authority). At the same time, such activities have already been initiated in Gdynia and are being implemented within the framework of a cooperation agreement with UNICEF. Integration activities for Polish and migrant children and youth include organisation of summer and winter holidays, "green schools" (i.e. integrating meetings or trips organised at the beginning of the school year), various forms of informal education such as extracurricular activities and open schools), workshops and integration activities stimulating creativity and imagination, encouraging reading and providing entertainment and relaxation.

The implementation of the measure is supported by the high potential for institutional resources in the municipality. In Gdynia, extracurricular/out-of-school activities are an extremely important form of development for children and youth. They create a natural space for young people to act, express themselves and expand their competencies. Through places such as the "Przystań" ("Haven") network and "Wymiennikownia" – "Youth Center for Social Innovation and Design Harbor", the local government creates opportunities to access education free of charge, responding to the needs of all children and youth. In this way, the municipality removes barriers to access and development for children and young people with special needs – including children with migrant and refugee backgrounds. Both places organise a range of activities, offering opportunities for social, linguistic, health and civic development, improving competencies in group cooperation. Both are able to provide a space for the acquisition of social competencies, self-esteem-enhancement and natural integration – through games, play, learning, interaction and experiential learning. What is particularly important is that the programme of activities is not institutionally imposed but is shaped in response to the specific needs of children and youth. The "Przystań" network and "Wymiennikownia" [Exchange House] comprise a total of 10 locations, in almost half of Gdynia's districts. This arrangement of locations on the map of Gdynia allows activities to be carried out close to where people live. The development of activities in such places will make it possible to root in these institutions – both at the level of the programme and of the working culture-specific skills and tools for working with young people with refugee experience. It makes it possible to sustainably develop the whole network into places of out-of-school education and integration, open to young people of different cultures.

INSUFFICIENT KNOWLEDGE OF THE POLISH EDUCATION SYSTEM AMONG MIGRANTS.

In the context of education, insufficient knowledge among foreigners of the education system in Poland and the lack of appropriate solutions from the level of national legislation were also highlighted.

The first aspect should be associated with the lack of an up-to-date Educational Guide for and about schools covering comprehensive and practical information for migrants on the specifics of the Polish school system (e.g. what is recruitment to schools, what information and documents are necessary), including detailed information on the education system in Gdynia (where to go for a language course, which schools conduct preparatory classes, etc.), all in Ukrainian, Polish and English.

In the second aspect, attention was drawn to the lack of systemic solutions from the level of national legislation and the fact that – as far as self-organisation of work without overarching regulations is concerned – a lot depends on the schools themselves (as a result of which some of them undertake additional activities, e.g. preparing forms in a foreign language, while some do not).

The implementation of campaigning and promotional activities encouraging children from the “black zone” not covered by the Polish education system and showing the benefits of participation therein also remains an important issue.

RESEARCH AND ANALYSIS

LACK OF REGULAR RESEARCH AND ANALYSIS AIMED AT INCREASING KNOWLEDGE OF GDYNIA'S NEW INHABITANTS AND MIGRATION PHENOMENA.

Participatory design and implementation of inclusive activities should be based on good identification of migrants' needs. This is supported by the development of effective diagnostic tools, involving the conduct of a variety of regular quantitative and qualitative research, including evaluation and desk research. This enables increasing not only the knowledge of Gdynia's new inhabitants and the phenomena of migration (and consequently better diagnosis and planning of activities) but also the subjectivity of the city's new inhabitants with migration experience, fostering their participation in the process of planning and implementing integration and inclusion activities.

Gdynia has so far lacked a systematic approach to the planning and implementation of research on migrant issues, including, in particular, population-based research relating to all new residents of Gdynia, rather than to any specific group. To date, analytical and research activities in this area have largely stemmed from grassroots initiatives and the needs of individual institutions, but these activities have often been relativised to specific research groups, most often the beneficiaries of a particular institution. The lack of a comprehensive and up-to-date register of migrants actually living in Gdynia remains an additional problem. These data are dispersed among different municipal institutions, and some migrants failing to legalise their residence and employment escape the official institutional registers. A system for aggregating and analysing quantitative and qualitative data based on an established catalogue of indicators is yet to be established at the city level. This results in insufficient knowledge about the real situation of migrants and the scale of migration, including relatively low knowledge of the needs of migrant communities and the attitudes of Gdynia's residents towards migrants resulting from the lack of representative population studies. Such activities have recently been initiated in Gdynia based on a cooperation agreement with UNICEF (desk research on local policies and programmes as well as individual in-depth interviews with Gdynia's key city experts and decision-makers – representing education, social welfare, culture, health, family-friendly solutions, social/professional activation offer and NGO activities – and consultations for the expert community via the Decidim-based platform), without, however, defining a horizontal and long-term plan for the municipality's research and analysis activities concerning migrant issues. Importantly, such research and analysis focuses not only on one group of migrants (e.g. war refugees from Ukraine) but also recognises and does not overlook the diagnosis and assessment of the needs of other migrant communities.

LACK OF RESEARCH AND – BASED ON THE RESULTS OF THIS RESEARCH – ACTIONS TARGETING MIGRANTS AT NEIGHBOURHOOD LEVEL.

Gdynia is divided into 21 quite diverse districts differing in terms of infrastructure saturation, distance from the centre, connectivity, services and citizens' economic status. It is important to gather information on local needs and contexts and create development goals individually for each district for Gdynia to develop harmoniously in the long term. The breakdown of children and adolescents in municipal educational institutions proves that Ukrainian families are located in different neighbourhoods and at different densities. Therefore, the analysis, of how the historic first residence of such a large number of migrant or refugee families in Gdynia affects the direction of the desired development of individual neighbourhoods to be inclusive and open to integration and inclusion, is necessary. This will also enable the analysis of how migrants perceive their current places of residence, what helps them to feel safe, grow and live well and what hinders them from doing so in a particular neighbourhood. So far in

Gdynia, such research has been conducted with great success for 6 revitalisation areas in 5 different districts. On a smaller scale, a similar aim guided the implementation of the community mapping workshop organised by the INCLUDATE project. Such a systematic study will result in research material for each district, describing its highest potential and greatest growth challenges, as well as specific recommendations to the local government with key development priorities for areas emphasising integration and intercultural issues.

CHAPTER



STRATEGY

This chapter presents the strategic objectives to be implemented in the adopted time perspective and the action lines assigned to them and made concrete. Under each objective, the expected results of planned activities are furnished. This section is closely related to the findings with the conclusions of the diagnosis in the preceding chapter. The objectives were verified also from the viewpoint of coherence and complementarity, with the objectives of the superior document of the municipality of a strategic nature, i.e. Gdynia Strategy for Solving Social Problems 2030 [Polish: Gdyńska Strategia Rozwiązywania Problemów Społecznych 2030].

OBJECTIVE 1: IMPROVING THE HARMONISATION OF THE ACTIVITIES AND OFFERS OF THE MUNICIPAL UNITS AIMED AT THE CITY'S NEW RESIDENTS.

SYNTHESIS OF THE MAIN BARRIERS:

lack of a long-term action plan to support migrants in the municipality; no formal identification of the entity/function responsible for coordinating activities at the level of management of the entire Gdynia offer; no formalised representation of migrant communities; no formal and long-term framework for the coalition's activities (thematic networking meetings, educational and training activities, budget, incomplete composition of the coalition); dispersion of activities and information in various city units; non-uniform referral system

Action 1: Formalise a local coalition for the inclusion of new residents with preliminary plans for its operation.

Action 2: Establish the function of a person or entity to coordinate urban activities in the area of inclusion of new residents.

Action 3: Plan and systematically implement coalition meetings with representatives of key city entities.

Action 4: Adaptation of the budget plans of the main urban actors functioning for the inclusion of migrants and the way the activities are organised, vis-à-vis the themes and issues identified in the coalition.

Action 5: Introduce elements in planning or departmental documents related to the development of cooperation for the inclusion of new residents.

Action 6: Increase the number of joint initiatives of a training and educational nature for employees of city entities.

Action 7: Strengthen cooperation between representatives of key municipal entities at the level of planning support for specific migrant individuals and families (casework).





EXPECTED OUTCOMES:

The design and implementation of inclusive measures for migrants are carried out with a broad, active coalition, including the local government and its units, NGOs and the representation of migrant groups/environments. The composition of the representation of the actors in the coalition is continuously supplemented by missing stakeholders. There is a formalised plan for the functioning of the coalition, defining the modalities and rules for cooperation in the implementation of cross-sectoral activities. Coalition activities are oriented towards jointly defined goals and use mechanisms to align the plans – including budgets – of individual partners. A mechanism for the presidency of the actors involved in the area of support for new residents is implemented, consisting of a change of chairmanship in the organisation and conduct of coalition meetings, during which the presiding actor determines the themes of the networking meetings or the issues to be jointly analysed. An ongoing element of participatory design and implementation of activities is the organisation of regular training and education meetings for staff or representatives of municipal entities working for the social inclusion of migrants and the setting up of working groups or interdisciplinary case studies to increase knowledge on specific solutions or tools for supporting migrants. The coordination of local actions for migrants is entrusted to a function or a unit independent of the city structures.

OBJECTIVE 2: IMPROVING ACCESS TO CITY SERVICES AND SUPPORT OFFERS TARGETED AT NEW CITY RESIDENTS.

SYNTHESIS OF THE MAIN BARRIERS:

insufficient level of linguistic competence of migrants and officials; limited access to certified translators and long-term language courses; shortage of specialists speaking Russian or Ukrainian; difficulties in planning the scope of support for migrants and annual budget plans of local government institutions due to lack of long-term government programmes; insufficient knowledge of key elements of the law (including the translation of cultural differences into specific legal provisions) and of the specificity of the functioning of the Polish school system; lack of certainty as to the possibility of continuing the developed model of educational and integration activities; difficulties in foreign children adaptation to the Polish educational system (high turnover of foreign children in schools, insufficient number of intercultural assistants and insufficient knowledge of teachers on how to work with children with migrant experience); insufficient knowledge relating to the Polish educational system and of the Polish educational system; difficulties in finding rental accommodation (low availability,

high rentals) and employment enabling self-support (seeking employment through private agencies, part-time work, lack of professional qualifications or documents confirming them, language barriers).

Action 8: Mapping of key services for new residents provided by the various actors involved in supporting them, together with identification of methods to simplify and increase transparency in the use of these services.

Action 9: Systematic evaluation of offers and research into the needs of new residents for defining new services that should appear in the support palette.

Action 10: Increase the number of initiatives for sharing the knowledge and experience of those involved in translation and intermediary communication between the parties.

Action 11: Define an entity or mechanism to certify urban information materials targeted at new city residents.

Action 12: Implement annual education and training plans for staff of municipal entities involved in the inclusion of new residents in the city.

Action 13: Strengthen the process of informing the population of Gdynia about services available to new residents.

Action 14: Increase the number of municipal offers in the area of building reciprocal relationships among new residents and relationships in local communities.

EXPECTED OUTCOMES:

Local policies enable more effective integration of migrants into different areas of the city's socio-economic life, including access to and use of the labour market, housing stock, education system, healthcare, social assistance, cultural offer, etc. Well-mapped and identified urban resources for migrants and systematic monitoring and evaluation of services enable systematic supplementing of the deficient support offer and increase its availability, as well as the creation of targeted support programmes for people with migration experience. An important element of mainstreaming public services is increasing language accessibility to ensure equal opportunities in accessing services, knowing one's rights and being able to use the offer of municipal institutions. The new communication channels developed, including an established way of informing about available services, identifying the main source of binding information and ensuring consistency and simplification of messages, translate into increased transparency and usability of the city's existing information solutions for non-Polish-speaking residents. The accessibility of urban services is also enhanced by support to interpreters and competence training



for staff of urban institutions or entities in intercultural communication, integration and diversity management and working with people with a migrant experience. The implementation of inclusion activities, including informative and inclusive ones, involves not only the new residents of the city but also the host community.

OBJECTIVE 3: INCREASE KNOWLEDGE OF GDYNIA'S NEW INHABITANTS AND MIGRATION PHENOMENA.

SYNTHESIS OF THE MAIN BARRIERS:

low level of knowledge about the situation of migrants (needs of migrant communities and attitudes of Gdynia's residents towards migrants) and the actual scale of migration; insufficient number of population-based studies and analyses and at the level of districts; dispersion of statistical data among various urban units; lack of a system for aggregating and analysing quantitative and qualitative data

Action 15: Design and implementation of local research projects in the area of migration issues, including population-based issues.

Action 16: Establish ongoing relationships with cities and actors with a long-standing track record of working for the inclusion of migrants.

EXPECTED OUTCOMES:

The needs of Gdynia's residents with migration experience are systematically diagnosed and identified through representative research conducted on the basis of defined research samples and an established catalogue of systematically aggregated statistical data and indicators. There is a systematic year-on-year increase in knowledge and understanding of the local processes emerging in Gdynia's communities vis-à-vis the influx of people from other countries. The planning process for migrants draws on international and national experiences, solutions and good practices of other cities and actors in developing local inclusion policies.

IMPLEMENTATION

The chapter details the implementation process of the Programme, including the phases of implementation, sources of funding, the method and frequency of monitoring the assumed objectives and lines of action described in the previous chapter and the main implementers.

PHASES OF PROGRAMME IMPLEMENTATION

The following phases are envisaged for the adequate implementation of the Programme:

- **The first stage** will focus on public consultation, in line with the planned process of socialising the Programme content. The consultation will be city-wide, i.e. it will be carried out among the entire local community through the Gdynia Dialogue Platform. This phase will cover the first quarter of 2024.
- **The second stage** will prioritise the planned objectives and actions, together with the designation of the actors responsible for the implementation of the annual programme tasks. The activities in this phase will be implemented as part of the work of the "Gdyńska Grupa na Rzecz Wspierania Imigrantów" [Immigrant Support Group of Gdynia] in the first half of 2024.
- **The third stage** will be dedicated to the implementation of objectives and actions according to the prioritisation adopted. The final stage, the final evaluation, will be applied to analyse in detail the effects of the Programme and to plan further activities within the next timeframe. This phase will last from mid-2024 to the end of 2026.

SOURCES OF FINANCING PROGRAMME

The Programme will be funded by the City of Gdynia's budget. Application to external sources for funds, especially EU and ministerial sources, is also envisaged.

COORDINATION, MONITORING AND EVALUATION OF THE PROGRAMME

The coordination of the Programme is assigned to the Immigrant Support Group of Gdynia consisting of representatives of institutions and organisations carrying out statutory activities in the field of social support for migrants living in Gdynia. The main implementers of the Programme are thus (in alphabetical order) Gdynia Community Centre, Gdynia's educational institutions, the Social Innovation Lab, the Municipal Social Services Centre in Gdynia, the Emigration Museum in Gdynia, non-governmental organisations (including the Association of Food Bank Associations in Trójmiasto, the Ovum Association, the Gaudium Vitae Association), the District Employment Agency in Gdynia, Spilno Hub. Other municipal entities will also be involved in the implementation of the activities, particularly The City Public Library in Gdynia, Gdynia City Hall, the Special Services Facility (along with NGOs running Gdynia SPOTs), etc. During the Programme, at the beginning of each calendar year, the Coalition will identify an entity responsible for aggregating the annual reporting data obtained from each Programme implementer.

Monitoring will consist of collecting and analysing data on implemented programme activities, based on a defined catalogue of indicators. This catalogue will be developed as part of the activities of the Immigrant Support Group of Gdynia in the second stage of the Programme implementation. Monitoring of the Programme will enable observing the implementation of the objectives and assessing the degree to which the results have been achieved. An annual monitoring regime is adopted, and three annual monitoring reports are produced.

An evaluation of the Programme will be carried out at the end of its implementation based on the data and documents obtained during the monitoring process and other sources that could contain useful information. The final evaluation aims to assess the implementation of the Programme in terms of the relevance of the measures taken and their effectiveness, as well as to provide data for the revision of the Programme in subsequent years. The task of the final evaluation of the Programme may be outsourced, as per public procurement law.





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