

FAMET COUNTRY STUDIES - POLAND

Section 1: Introduction	2
Section 2: State of the Art based on indicators on Migrant entrepreneurship per country	4
Section 3: Opportunities available for migrants	8
Subsection 1: A1, - Perspectives for Migrants per partner countries	8
Subsection 2: A2 – Perspectives for organizations working with migrants.	9
Subsection 3:A3 – Perspectives for migrants that have started business in the last three years.....	10
Section 4: Challenges available for Migrants.....	11
Subsection 1: A1, - Perspectives for Migrants per partner countries	11
Subsection 2: A2 – Perspectives for organizations working with migrants.	13
Subsection 3:A3 – Perspectives for migrants that have started business in the last three years.....	14
Section 5: Overview of condensed Migrant and refugee needs.....	15
Subsection 1: A1, - Perspectives for Migrants per partner countries	15
Subsection 2: A2 – Perspectives for organizations working with migrants.	16
Subsection 3:A3 – Perspectives for migrants that have started business in the last three years.....	16

Section 1: Introduction

This report is part of a wider study of the Fostering Adult Migrant Entrepreneurial Training and Qualification (FAMET) project. The project consists of partners from Denmark, Spain, Poland and Italy. The focus of the project is on migrant/refugee entrepreneurship education and lifelong learning. The project aims at doing away with discrimination barriers and obstacles using education and training. The project hopes to achieve this aim by creating, developing and enhancing the knowledge, skills, competencies and capacity of migrants and refugees.

The first task, in the bid to develop the entrepreneurial capacity of migrants and refugees, is to understand the needs and competences required by migrant groups in the EU represented by the FAMET partners. To achieve this task, each FAMET partner has conducted country studies that will highlight opportunities, challenges and competences needed by migrants and refugees to become entrepreneurs. Entrepreneurship is an avenue by which migrants and refugees can establish themselves economically as well as provide employment opportunities. Migrant entrepreneurship will contribute positively to the GDP of EU member states. As highlighted in the Entrepreneurship 2020 action plan, 52% of start-ups in Silicon Valley, are created by immigrants. Hence it is an important initiative that deserves attention.

In the EU Migrant entrepreneurship is being promoted. Such initiatives include the entrepreneurship 2020 action plan, EU networks for exchange of best practice in migrant entrepreneurship, and EU projects on entrepreneurial capacity building for young migrants. However, at the national level the initiatives vary. Some national level initiatives are available only to immigrants than refugees. In other cases the initiatives are available for both. Despite the existence of these initiatives, most migrants are either unaware of the opportunities available for them, face market entry barriers that discourages their participation in the national entrepreneurship landscape or lack the competences to become an entrepreneur. As a result, there is the need for study that will provide a close to accurate picture of the entrepreneurship related needs of migrants in EU member states.

This report provides that picture. The report is based on the outcomes of focus groups conducted by FAMET partners namely, Aalborg University Denmark, Crossing Borders Denmark, Euronet Italy, MEUS, Spain, Danmar Poland and Kainotomia, Greece. Each partner conducted focus group interviews with 10 migrants/refugees, 5 organization dealing with migrants and 2 migrants that currently own businesses. In all insights from 51 respondents have been gathered. The interviews

have been transcribed and analyzed to extract insights on the opportunities, challenges and competence needs of Migrants. In this report, analysed insights from (name country) is represented. The insights gathered from this report will be used to understand the migrant needs which will result in the development of training modules for a certified training programmes for migrants. The training programme will be available for migrants online where they can on part-time basis follow the course which will equip them with competences to become entrepreneurs.

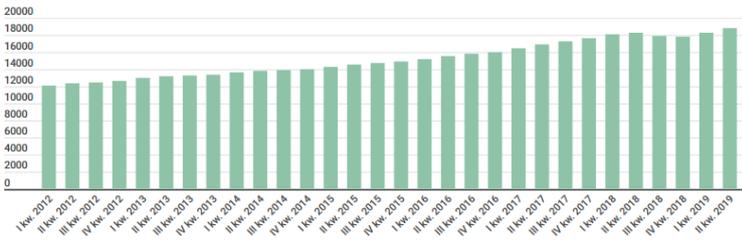
Section 2: State of the Art based on indicators on Migrant entrepreneurship per country

Indicator

Indicators	
<ul style="list-style-type: none"> Number of migrants 	<p>423 000 - Out of 423 thousand foreigners who had valid residence permits on 1 January 2020, the largest groups were citizens of: Ukraine - 214.7 thousand people, Belarus - 25.6 thousand, Germany - 21.3 thousand, Russia - 12.5 thousand, Vietnam - 12.1 thousand, India - 9.9 thousand, Italy - 8.5 thousand, China - 8.5 thousand, Great Britain - 6.3 thousand and Spain - 5.9 thousand.¹</p>
<ul style="list-style-type: none"> Educational level and income level for migrants 	<p>There is no precise data on this subject, but Otto work force has conducted a study in which 500 migrants participated. The report carried out by OTTO workforce shows that 54% of the people who took part in the survey have secondary education, 41% have higher education, the remaining 5% have completed their primary education.²</p>
<ul style="list-style-type: none"> Number of migrant entrepreneurs compared to the rest of the population. 	<p>19 400 (0,05 of population)</p> <p><i>ZUS: "More and more foreigners are starting their businesses in Poland. At the moment, the most numerous group are Ukrainian citizens, and the most willing to do business in Poland are Vietnamese. In the whole country 19.4 thousand businesses are established by foreigners. This is</i></p>

¹ <https://udsc.gov.pl/legalizacja-pobytu-w-2019-r-podsumowanie/>

² <https://cloud.ottoworkforce.pl/index.php/s/izigxYEKxagwmyM#pdfviewer>

	<p>4.5 thousand more than four years ago.”³</p> <p style="text-align: center;">Liczba obcokrajowców prowadzących własną działalność gospodarczą zarejestrowanych w ZUS</p>  <p style="text-align: right;">4</p> <p>Ukrainians are exceptionally active in establishing their own companies. More than 36% of entrepreneurs registered in the Opole region in ZUS are citizens of this country. This means that they run over 100 companies in the Opole region. On a national scale, more Ukrainians (in percentage terms) decide to run their own business only in the Podkarpackie region.</p>
<ul style="list-style-type: none"> • Number of migrant entrepreneurs with 10 employees and more 	<p>There are no specific data on the number of entrepreneurs with 10 or more employees.</p>
<ul style="list-style-type: none"> • Number of new migrant entrepreneurs per year. 	<p>Same situation. There's no accurate data on that. However, it is known that more and more migrants are coming to Poland, and thus the number of migrants - entrepreneurs is growing year by year.</p> <p>Migrant companies most often employ people of Ukrainian and Polish origin, so companies established by foreigners are also an opportunity for Polish employees to find work.</p>
<ul style="list-style-type: none"> • Number of policies aimed at promoting migrant entrepreneurship 	<p>The Act on Freedom of Economic Activity establishes the principle of freedom and equality in conducting business activity. This principle applies not only to Polish entrepreneurs, but also to foreign ones, especially citizens of the European Union and European Economic Area Member States. (According to art. 13 of the Act on freedom of economic activity)</p>

³ <https://businessinsider.com.pl/firmy/coraz-wiecej-cudzoziemcow-prowadzi-w-polsce-dzialalnosc-gospodarcza/e1czm57>

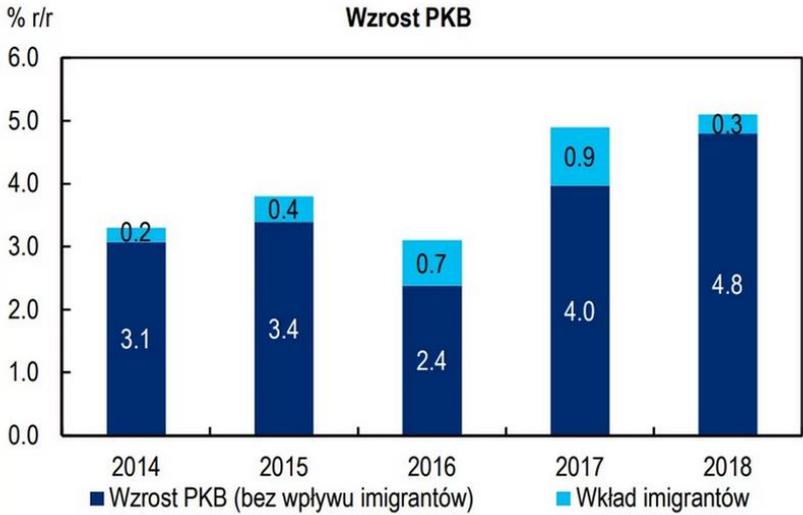
⁴ <https://mambiznes.pl/wlasny-biznes/rekordowa-liczba-obcokrajowcow-prowadzi-wlasna-dzialalnosc-gospodarcza-polsce-94053>

	<p>Therefore, a foreign company in Poland is subject to the same rules as companies of Polish citizens. This means that they may undertake and conduct any form of business activity permitted by Polish law.⁵</p> <p>Programmes to promote entrepreneurship among migrants:</p> <p>“Przedsiębiorczy imigrant” - Under the "Entrepreneurial Immigrant" project, the participant of each activity will receive a package of legal information about employment and the labour market in Poland as well as comprehensive care and support in the form of specialist legal advice and professional counselling and/or coaching.⁶</p> <p>“Hello Entrepreneurship” - The programme aims to support social entrepreneurship of migrants and migrant women in Poland so that their talent and hard work contribute to the overall prosperity as well as social and economic success of Poland⁷</p>
<ul style="list-style-type: none"> • Amount or number of financial instruments and credits for migrant entrepreneurs 	<p>There are many programmes and organisations that support migrants in Poland. Some of them focus on increasing the competence of foreigners, others on assistance in accessing funding. For example:</p> <p>Asylum, migration and integration fund - Possibility of financing trainings and internships for foreigners from the European Social Fund.</p> <p>Habza Finance, offers cash loans for entrepreneurs who want to set up their own business.</p> <p>Bank Gospodarstwa Krajowego - Bank Gospodarstwa Krajowego is implementing the First Business - Starting Support programme. Students, graduates and the unemployed all over Poland can receive tens of thousands of low-interest loans to start their own business.</p>
<ul style="list-style-type: none"> • % measure of Success rate of 	<p>The most popular industries in which migrants set up their businesses are retail, construction, wholesale, hairdressing and other beauty treatments. For several years now, there have been more and more foreigners in</p>

⁵

⁶ <http://fds.org.pl/portfolio-posts/przedsiębiorczy-imigrant2/>

⁷ <https://helloentrepreneurship.ashoka.org/pl>

<p>Migrant entrepreneurs</p>	<p>Poland, who not only become employees of our companies, but also the number of students and people setting up their own businesses is growing. The research conducted in the Opole region shows that foreigners decided to set up a company because they wanted to be independent. Running their own business also gave them the possibility of higher earnings. There is no specific data that would determine % measure of Success rate of Migrant entrepreneurs.</p>																		
<ul style="list-style-type: none"> Contribution of migrant entrepreneurs to GDP 	<p>Since 2014, the contribution of immigrants to GDP growth has been an average of 0.5 percentage points per year. The largest share in the Polish economy was in 2016 and 2017.</p> <div data-bbox="587 797 1390 1312" data-label="Figure"> <p style="text-align: center;">Wzrost PKB</p>  <table border="1"> <thead> <tr> <th>Year</th> <th>Wzrost PKB (bez wpływu imigrantów) [% r/r]</th> <th>Wkład imigrantów [% r/r]</th> </tr> </thead> <tbody> <tr> <td>2014</td> <td>3.1</td> <td>0.2</td> </tr> <tr> <td>2015</td> <td>3.4</td> <td>0.4</td> </tr> <tr> <td>2016</td> <td>2.4</td> <td>0.7</td> </tr> <tr> <td>2017</td> <td>4.0</td> <td>0.9</td> </tr> <tr> <td>2018</td> <td>4.8</td> <td>0.3</td> </tr> </tbody> </table> </div> <p>⁸</p>	Year	Wzrost PKB (bez wpływu imigrantów) [% r/r]	Wkład imigrantów [% r/r]	2014	3.1	0.2	2015	3.4	0.4	2016	2.4	0.7	2017	4.0	0.9	2018	4.8	0.3
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⁸ <https://businessinsider.com.pl/finanse/makroekonomia/ukraincy-a-polski-wzrost-pkb-analiza-citi/537xqgv>

Section 3: Opportunities available for migrants

Subsection 1: A1, - Perspectives for Migrants per partner countries

Migrants interviewed. Country of origin

Focus groups were attended by 10 participants, of different origins:

- Asia: 2 person (Turkey)
- Central America: 1 person (Honduras)
- Europe: 7 persons (5 Ukraine, 2 Romania)

Current situation of migrants in Poland

Over the last dozen or so years, many migrants have arrived in Poland, who think that Poland is a very attractive place to settle. According to experts, this is due to the political and economic stability of the country. Most immigrants in Poland come from Ukraine, Belarus and Moldova.

In the current situation, due to the COVID epidemic, it is difficult to find employment in Poland not only for migrants but also for Poles. Some entrepreneurs have suspended their activities or closed down, so the situation is difficult.

We can identify 2 groups of migrants coming to Poland:

- Economic migrants - They come to Poland in order to improve their financial situation, plan to stay longer, or want to earn money quickly and return to their country.
- Forced migrants - Foreigners who flee their country for fear of persecution and seek protection in Poland

The migrants claim that Poland is a very attractive country and declare that they want to stay here permanently because they feel safe here.

Tetiana: "I was surprised how cultural Poles are. I liked how you always say good morning and goodbye in stores. What's more, I was surprised at how you always observe the passage at the pedestrian crossing. In addition, I notice many similarities between our nations. Thanks to my studies, I met many new friends who helped me in difficult beginnings. Now, because of the epidemic the situation is difficult, we all hope that soon everything will be back on track and better."

Iwan: "Poland is a very friendly country, Poles are cultural and helpful, everyone welcomed me very warmly in my work and helped me in crisis situations."

Migrants in Poland admit that they have a great chance to develop professionally but also scientifically. Polish universities willingly accept foreign students, give them internships and treat them as potential future employees. There are also many programs that support migrants.

Subsection 2: A2 – Perspectives for organizations working with migrants.

An increasing percentage of employers in Poland are encountering difficulties in employing the workforce. A frequent reason is the lack of appropriate employee qualifications. Educated Poles often go abroad to work, and there is a lack of qualified workers on the Polish market. Emigrants are a good solution, but often there are various barriers that prevent cooperation.

The focus group included employers who work with migrants on a daily basis, most of whom are large companies that employ mainly Ukrainians in the manufacturing sector. The organizations work with migrants from 2 to 5 years. They admit that foreigners are good employees, and usually encounter a language barrier at first.

Employers see numerous benefits from employing immigrants, such as filling the gaps in employment, increasing the motivation to work of already employed Polish workers, reducing staff turnover, reducing the cost of running a business and higher quality of work. Employers emphasize that immigrants are more flexible, engaged and willing to take extra hours at work.

One of the entrepreneurs, Karolina says: *“It is very difficult to find people to work in my agricultural activities. Young people go abroad, while we lack hands to work. It is good to employ migrants, they are willing to work and willing to take extra hours. I have been working with migrants for 3 years and I have never had a problem with them, they are polite and despite the language barrier we always get along.”*

Rafał: *“My company employs about 1,000 people, some of whom are from Ukraine, who learned about my company through the recommendations of friends. We organize language courses for them, if necessary, and provide them with accommodation. If they need it, we help them with the documentation they need to fill in to work with us.”*

Krzysztof: *“I am an IT entrepreneur, it is a small company with 10 employees. We organize internships for students, also foreign. Migrants are often well educated and speak languages, and therefore they are treated as potential future employees. We also offer assistance if one of the migrants wants to start their own business, we help them with documentation, advise them and look for available funding for them.”*

Opportunities offered:

Services that entrepreneurs offer to migrants to help them set up a business:

- active business consultancy
- helping to prepare a business plan
- assistance in completing the necessary documents
- language courses
- access to funding
- support for the development of skills needed by entrepreneurs (e.g. soft skills development)
- Care for foreigners also outside working hours, e.g. in case of illness, help them to contact the health service
- Legal aid
- Cultural events
- free legal advice, integration and translation assistance.

Subsection 3:A3 – Perspectives for migrants that have started business in the last three years

Migrants interviewed. Country of origin.

The focus group consisted of 2 migrants who established themselves in Poland. One of them is a nail stylist, the other is a programmer.

Current situation and opportunities received

Natasza established her business a year ago, she admits that she did not know the culture and legal framework in Poland well when she started her company. She had studied in Poland, then took a course in cosmetics and set up her own business with her own resources. She did not benefit from any support from the organization to start up her business because she had not heard of this type of help. She has achieved success and has many satisfied customers who always come back to her.

Alex has always been fascinated by the IT industry, after graduation he went on an internship. After the internship, he was offered a job, but from the beginning he dreamed about his own business. His boss helped him a lot when he found out about it. He helped him find the right funding to start his own business. He also helped him to register the company and fill in the necessary documentation.

Section 4: Challenges available for Migrants

Subsection 1: A1, - Perspectives for Migrants per partner countries

Main problems of migrants and refugees in the Polish labor market

Main barriers encountered by migrants on the Polish labour market:

- Language barrier, as well as cultural barrier. There are many stereotypes that made it difficult to find a job at the beginning. Poles often did not want to employ them because they did not trust them, they were not sure if they had the right qualifications for the job.

- Migrants often work in positions below their qualifications because entrepreneurs are looking for cheap labour to work in the manufacturing sector. *“This is mainly due to the situation on the Polish labour market, which suffers from a shortage of workers, mainly at the lower level, and offers the most such vacancies. Moreover, insufficient knowledge of the Polish language is a very big barrier. In the face of the improving economic situation in Ukraine and rising wages, we can forecast that some of the employees will return to the country to work there in positions adequate to their education.”*

More: <https://biznes.radiozet.pl/News/Ukrajnicy-w-Polsce.-Wiekszosc-zatrudnionych-pracuje-ponizej-kwalifikacji>

- There are situations where migrants work without a contract, in services such as elderly care or house cleaning. Employers do not want to hire them on a contract because they will have to introduce additional documentation and pay taxes for them.

- An employer who wants to employ a foreigner must present relevant documents to the Labour Office and the foreigner must have evidence of relevant qualifications

- Complicated procedures that hinder legal work. *“It seems to me that there are two worlds in Poland: the world of labour office and the world of employers. The labour office creates a kind of barrier which prevents a foreigner from taking up employment. In order to get a work permit I have to present to the office several different documents.”*

- Elsa: *I met many wonderful people, largely thanks to my work. The Poles turned out to be very helpful, I know that I can always count on them. Especially when it comes to filling out documents for the local administration, which unfortunately has many disadvantages. The main problem resulted from the fact that departments dealing with foreigners from abroad did not know English, which was a serious problem.*

- *There is a shortage of staff in the offices who would serve the applicants in foreign languages. The creation of positions to serve non-Polish-speaking customers would be very useful*

Major challenges to start a business

- A lot of documentation when setting up your own business
- Lack of proper knowledge of legal and cultural regulations. Migrants often face prejudices that make it difficult for them to start their own businesses.
- The language barrier that makes it difficult to understand official Polish documents.
- The tax system is complicated and, in the opinion of some people, also discouraging to run their own business or company.
- Even if we find relevant information on different sites or portals, there is no comprehensive, reliable source of information. Places where all information will be collected in one place, e.g. which public institution is responsible for a given issue related to the success of a company in Poland, in which languages one can communicate.
- The available information is rarely presented in an attractive, comprehensible form.

How people overcome these challenges

“To start your own business you need motivation and courage to take risks. Knowing each other is very important, if you find someone to help you with your documentation, you are already halfway to success. It is also important to have a good attitude and believe that you will succeed.”

“Creativity is a very important feature, allowing you to grow your business and overcome all barriers.”

“It is important how people perceive you, if they feel that you are a trustworthy person, they will trust you and want to work with you, soft skills are also needed.”

Tetiana: *“Before I came here I was afraid that my knowledge of the Polish language would not be enough to function freely in this country. I was also worried whether I could manage finding a job and studying. Ultimately, I managed to complete Computer Science at one of the Rzeszów universities. After arriving in Poland, it turned out that the Poles are a very helpful nation.”*

How to deal with discrimination?

Not all of the migrants have encountered discrimination, most of them admit that Poles are a very cultural country, which is very helpful. The most important thing is to get to know the local community and become a part of it.

Sasha: *For me the key is becoming a member of the local community. Thanks to this I met new people who showed me the city and with whom I could spend time. That's why I think that if you want to acclimate in some place, you should try to get acquainted by people from your studies or work.*

Elsa: *Personally, I did not see any signs of racism or pleasure on the grounds of origin, but I heard that such situations happened.*

Language barrier

All the participants admitted that at the beginning they had a probation with Polish language, which is difficult. They participated in many language courses, thanks to which they know the language better, however, some of them do not understand a sentence if the language is too official.

Education need

The focus group admitted that Poland offers many opportunities for development, Polish universities accept foreign students, however, in order to develop and strive to establish one's own business you need online courses, language courses, knowledge of other entrepreneurs, courses developing soft skills and entrepreneurial skills.

Need of access to finance

The rules of access to financing are the same for Poles as for foreigners. The only obstacle is a lot of documentation.

Subsection 2: A2 – Perspectives for organizations working with migrants.

Entrepreneurs admit that there are also various barriers that make it difficult for them to work with migrants, such as language problems, lack of knowledge of the law/standards in force in Poland and a noticeable negative attitude of already employed Polish temporary workers towards migrants. The major challenges observed for migrants to start a new business are:

- Difficulties in obtaining funding;
- Lack of legal and administrative knowledge that applies in Poland;
- Lack of adequate training to help migrants set up a business;
- Migrants often come to Poland alone, have no friends or family to support them;
- Ignorance of language, difficulties in speaking and writing;
- Migrants often have to fight against discrimination and prejudices, they have to inspire confidence among Poles to accept them;
- Foreigners hardly know institutions supporting entrepreneurs, such as chambers of commerce, OCRG or local action groups. - This is due to, inter alia, their fear of contact with institutions, problems with communication, lack of "purposeful" offer for foreigners. Improving the situation in these areas may increase the attractiveness for foreigners;
- Lack of knowledge of how business works;

- Legal barriers encountered by foreigners when establishing and conducting business activity in Poland;
- legal barriers encountered by foreigners in the process of legalising their stay on the basis of conducting business activity in Poland;
- Limited availability of information about running a business in Poland.

There are many non-governmental organizations that support migrants, such as Caritas Poland, the Migration Research Centre Foundation or the "Center for Citizenship Education" Foundation.

These organizations offer social, psychological and intercultural assistance. They provide foreigners with better access to information on the functioning of migrants in the country and in the city; they increase competences in the Polish language, etc.

The focus group participants admitted that the state should put emphasis on helping migrants to adapt in Poland and introduce training and coaching for migrants who want to start their own business.

Experts indicate that the vast majority of migrants work below their competences, requiring a lower education than they have. "There is a gap between the potential skills an employee can offer and those actually used"-

Subsection 3:A3 – Perspectives for migrants that have started business in the last three years

Natasza admits that although she had the right skills, she was very afraid to start her own business. She was afraid that she could not manage financially, she admits that at the beginning she had to fill in a lot of documentation, with which she had a problem because these were documents written in Polish, very official. A friend of hers helped her, who also has her own business. He gave her advice and tips on what to do at the beginning and how to manage her business.

Alex admits that he dared to start a business only thanks to his boss, who helped him find financing and documentation. He is very grateful for that, but he believes that there should be more programmes in Poland that would help set up a business for migrants.

Section 5: Overview of condensed Migrant and refugee needs

Subsection 1: A1, - Perspectives for Migrants per partner countries

All participants agreed that creativity, communication, teamwork, leadership, problem solving and time management are very important in running your own business.

- Creativity - very important in any business because it helps to create new solutions, ideas and goals.
- Communication - skills in expression and complexity, active listening, communication culture taking into account the interlocutor's thinking styles, receiving and creating statements. Communicativeness is extremely important in business and it is worth remembering that it is not just about being able to make contact with everyone.
- Teamwork - In many companies, projects are carried out as a team. Therefore, teamwork skills are important. If an employee has problems communicating with others, does too much or too little, conflicts may arise and thus delay the whole project. The correct course of working in a group is important, so it is worthwhile for employees to be able to find their way in it.
- Leadership - skills in goal setting, vision and mission, resource awareness, acting for others, changing habits, attentiveness, active listening, assertiveness and risk calculation.
- Problem solving - skills in the area of self-reliance, innovative approaches and applying knowledge in practice.
- Time management - Good work time organization allows you to perform and deliver all your duties on time.

Participants claim that training is needed in these fields:

- Entrepreneurial skills
- Legal aspects
- Language skills
- Communication
- Leadership skills
- Financial & Economy Literacy
- Planning and management
- Working with others
- Self-awareness and self-efficacy

Subsection 2: A2 – Perspectives for organizations working with migrants.

The organisations recognise that migrants should be provided with training to help them start their own business. The most frequently mentioned training courses can help migrants to start their own business:

- Training in the law and existing standards in Poland
- Management training
- Communication - with the client and with other institutions
- Marketing - promoting your company in social media
- Courage - Running your own business is inextricably linked with choices and decision-making.
- Responsibility - Each business activity requires responsibility for the functioning of the company, both externally to the recipients, as well as internally to oneself and to the employees who are involved in our business activity.
- Risk tolerance - Every business activity is risk related. Risk-taking is intrinsically linked to success, although it can also lead to failure.
- Initiative - Without a strong initiative there are no achievements. It is especially important in difficult, crisis situations to turn failures into successes.

Subsection 3:A3 – Perspectives for migrants that have started business in the last three years

The participants admit that the most important thing in opening and running one's own business is the idea and implementation. It is important to have a good business plan and know what you want to achieve. Market research and continuous improvement of your products or services are also important. Motivation and skills such as creativity or communication are very important in running your own business. You should not be afraid of failure and pursue your goal.

Participants also claim that training is needed in the field:

- Ethical and Sustainable thinking
- Solving technical problems
- Planning and management
- Financial and Economical Literacy
- Copyright and licences
- Creatively using digital technologies.

Section 6: Recommendations

Tips and advice that are exchanged by focus group participants:

- Migrants who want to set up a business outside their own country should familiarise themselves with the legal framework of the country
- Conduct market research, identify your target group and make a good business plan
- Find training to help you manage your business. There are many online courses you can learn a lot from
- If you want to run a business, you must have the appropriate knowledge and skills (and in some cases - qualifications, certificates, etc.).
- Use your friendships. Your friends will be happy to help you with the documentation and also recommend appropriate sources of funding.
- Don't be afraid to risk it, fight for your dreams
- Having soft skills makes it possible for employees to do their job better - to be more open to others, to cooperate without problems with others, to resolve conflicts or at least organize work better.

At policy level:

- Implementation of programmes that will provide knowledge of the legal framework in Poland
- Promotion of equality, fight against discrimination
- Offering events that will help migrants to get settled in the country
- Introduction of language and business management training courses and how to start your own business
- Offering funding for migrants to help them set up their own business

Section 7: Conclusion

The legal framework for establishing one's own business in Poland is the same for migrants as for Poles. The same rules apply to everyone.

Migrants and refugees find it harder because they have to get to know the Polish market and the rules before they start their own business. They often face language barriers because Polish is not their mother tongue, they have problems (at least at the beginning) with speaking and writing. To set up their business, they need, like all entrepreneurs, a good business plan, financing, management skills, creativity and other soft skills that are useful in running a business. It happens that migrants have to fight discrimination, they have to build trust within the local community to get clients.

In Poland there are organizations that help migrants, provide free legal assistance, language courses, organize intercultural events, offer housing subsidies, provide foreigners better access to information on how migrants function in the country, etc. The best known organisations are Caritas Polska, the Centre for Migration Research Foundation, the "Centre for Citizenship Education" Foundation. Programs that help migrants: "Small refugees", "Let's talk about refugees", "Support for foreigners from Poznań in one place".

Both migrants and organisations consider that there should be more programmes to help migrants set up their businesses. They should be free of charge and offer assistance on the legal framework in Poland, language courses, entrepreneurship courses and practical courses related e.g. to creating a business plan.

Such support would be beneficial for both the migrants and the country, as migrants who decide to set up their own business, pay taxes and thus contribute to supporting the Polish economy.