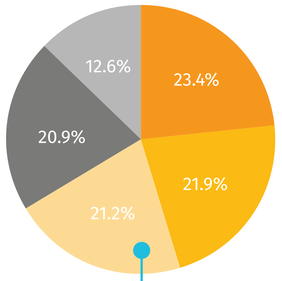
LEGAL PATHWAYS TOWARDS...

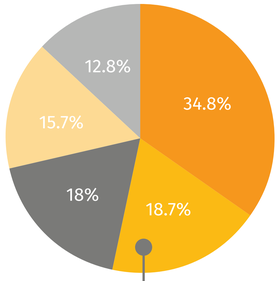
Employers' Declaration

- Open to citizens from Armenia, Belarus, Georgia, Moldova, Russia (currently halted) and Ukraine
- Registration with District (Poviat) Labour office
- Remuneration not lower than Polish minimum wage
- 6 months within 12 months period (since 2022 up to 24 months of work)



- Manufacturing
- Construction
- Administrative and support
- Transport and storage
- Other

1.979.886
registered in 2021



504.172
issued (new and renewed) in 2021

Work and Residence Permit

- Foreign national applying for a single permit must receive a minimum remuneration
- Qualifications and criteria depend on type of Work Permit (A, B, C, D, E)

Top 3 nationalities (2021)

Employers' Notification

- A simplified procedure for the employment of Ukrainians who fled the war
- Employers must, within 14 days, notify via praca.gov.pl the competent labour office of the assignment of work to a Ukrainian

650.000
as of beginning of November 2022

Seasonal Work Permits (Permit S)

113.435
issued between 2018-2021

- Open to all foreign nationals
- Selected sectors only: agriculture, horticulture and tourism
- 9 months during a given calendar year
- Labour market test (Citizens of Armenia, Balarus, Georgia, Moldova, Russia and Ukraine exempt)
- Remunieration not lower than Polish minimum wage

Poland Business Harbour Scheme

24.121
issued between 2020- 2022

- Aimed at IT specialists (incl. start-up)
- Initially only for Belarusians
- Now also open for citizens of Armenia, Azerbaijan, Georgia, Moldova, Russia and Ukraine.

EU Blue Card

2.250
issued in 2020

- Minimum of 3 years higher education or 5 years of relevant proessional experience
- Employment contract with a minimum duration of 1 year
- 1.5 the average Polish salary

Card of the Pole

253.455
issued between 2008 and 2018

- Proven family links to Polish nationality
- Written declaration of affiliation to Polish nation
- Proven cultural, language affinity
- Issued for 10 years (renewable)
- Allows holders to access labour market

SKILL LEVEL

Various skill levels | Lower-skilled | Mid/Lower-skilled | High-skilled

ICMPD International Centre for Migration Policy Development
MPF Migration Partnership Facility
ecdpm