The Polish labour market needs workers

A foreign national working in Poland must:

- hold a document permitting them to enter the Polish labour market:
  - a work permit or
  - a seasonal work permit or
  - a declaration on entrusting work to a foreign national or
  - a permit for temporary stay and work or be exempted from that obligation,
- hold a residence document, i.e. a relevant visa or a residence permit;
- have executed a work-related agreement with the employer;
- perform work solely for the employer named in the permit or declaration, based on the terms and conditions stipulated therein.

Documents permitting to access the Polish labour market which may be applied for by the employer:

<table>
<thead>
<tr>
<th>A document authorising a foreign national to work in Poland</th>
<th>Designed for</th>
<th>Issued by</th>
<th>Economy sections</th>
<th>The statutory issue deadline in cases not requiring any explanations</th>
<th>Employment length term</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work permit (type: A, B, C, D, E)</td>
<td>All foreign nationals from third countries (outside EU/EEA and Switzerland)</td>
<td>Voivodeship Office</td>
<td>all PKD sections apart from seasonal ones</td>
<td>up to 30 days</td>
<td>up to 3 years (exceptions up to 5 years)</td>
</tr>
<tr>
<td>Seasonal work permit</td>
<td>All foreign nationals from third countries (outside EU/EEA and Switzerland)</td>
<td>Poviat Labour Office</td>
<td>seasonal works (primarily agriculture and partially tourist sector)</td>
<td>up to 7 days</td>
<td>up to 9 months in a calendar year</td>
</tr>
<tr>
<td>Declaration on entrusting work to a foreign national</td>
<td>nationals of the following states: the Ukraine, Belarus, Russia, Georgia, Moldova, Armenia</td>
<td>Poviat Labour Office</td>
<td>all PKD* sections apart from seasonal ones</td>
<td>up to 7 days</td>
<td>up to 6 months in consecutive 12 months</td>
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</tbody>
</table>

* PKD – Polska Klasyfikacja Działalności – Polish Classification of Economic Activities
Rules of starting legal employment in Poland by a foreign national:

- The work **permit** or seasonal work permit or **entry of the declaration on** entrusting work to a foreigner in the records of declarations **is applied for in the relevant Office by the employer.**

Some foreign nationals may start working in Poland without holding any work permit or declaration on entrusting work. This is possible for the nationals of EU, EEA and Switzerland, foreign nationals holding a Pole’s Card, permanent residence permit or a long-term resident status in EU. This refers also to foreign nationals granted a temporary residence permit e.g. in relation to their marriage to a Polish national or for scientific research purposes.

- **The employer** should hand the permit issued by the office or declaration **entered over to the foreign national.**

Every permit and declaration on entrusting work to a foreign national shall stipulate the terms and conditions of working in Poland, including e.g. the agreement type, position, full-time or part-time employment or the number of working hours a week or a month and the lowest salary to be received by a foreign national on a given position.

- **The employer shall be obliged to execute an agreement** with the foreign national in writing and also to present the agreement translation into a language understandable for the foreign national.

Type of the agreement by and between the foreign national and the employer must match the nature of work. Most rights are granted to the foreign national by “a contract of employment”. The other agreement types include civil law agreements, e.g. “the contract of mandate”, and for seasonal works – “a harvest contract”.

- The foreign national shall be obliged to present the residence document to the employer for copying and storing for inspection purposes.

In 2019 ca.:
- 444 thousand work permits,
- 131 thousand seasonal work permits,
- 1,64 million declarations on entrusting work to foreign nationals were issued.

Other possibilities of legalizing the stay and work in Poland

A foreign national staying legally in Poland may apply for issuing a permit for temporary residence and work, the so-called single permit to the competent voivode. For detailed information thereon please visit: https://udsc.gov.pl/cudzoziemcy/obywatele-panstw-trzecich/.
They are protected under social and health insurance – with the scope differing depending on the agreement.

They may use free healthcare services – in public hospitals or outpatient clinics.

They are entitled to register in the Poviat Labour Office as an unemployed or job seeker – if they lose work in Poland and hold one of the specified residence titles.

In the case of any irregularities in employment, they may use help of:

- National Labour Inspectorate,
- National Sanitary Inspectorate,
- The Employment Services Centre for Information and Consultation “Zielona Linia”
- embassies and consulates,

or take the case to the Labour Court.

Never give your passport or another identity document to anyone — no office requires that.

Before you come to Poland, verify the employer offering employment — contact them over the phone, look for opinions online. Information on employers can be found also in:


Advice for foreign nationals seeking a job in Poland:

Project information:
The foreign language versions of the Vortal of Public Employment Services and the Central Database of Job Offers (CBOP) were prepared within a project called "Monitoring of Foreign Nationals’ Work and Stay for Work in the Territory of Poland" no. POPC.02.01.00-00-0093/18 under the Operational Programme Digital Poland for years 2014–2020, Priority Axis II “E-administration and Open Government”, Activity 2.1 “High Availability and Quality of Public E-services” carried out by the Ministry of the Family, Labour and Social Policy in cooperation with the following partners: Border Guards Headquarters, State Labour Inspectorate, Office for Foreigners, Social Insurance Institution.