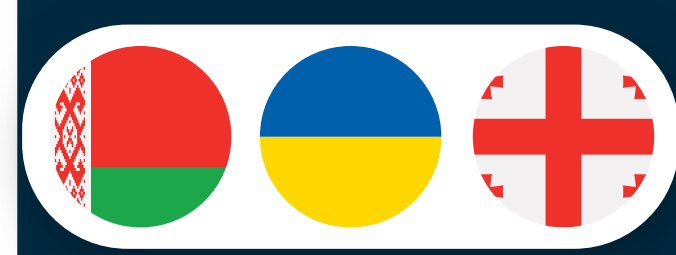


# LABOUR MIGRATION & MOBILITY PATHWAYS TOWARDS...

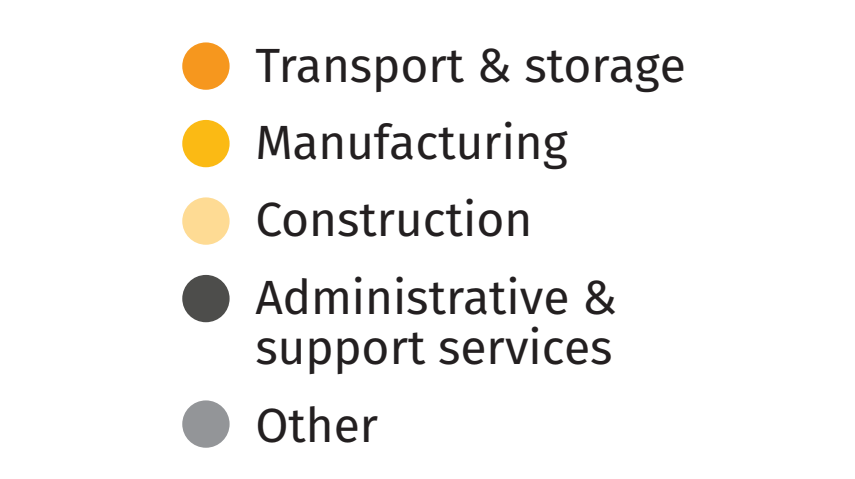


## Employers' Declaration

- Open to citizens of Armenia, Belarus, Georgia, Moldova and Ukraine – on 27 October 2022, Russian citizens were excluded from this procedure
- Allows to work in Poland for the period of up to 24 months



Top 3 nationalities (2023)



**506.554**  
issued in 2023

## Intra Corporate Transfer

- Managers, specialists and trainee employees who work temporarily in a host entity established in Poland
- Permit is valid for a maximum period of 3 years in the case of managers and specialists and for 1 year in the case of a trainee employee

In 2023: manufacturing (334.000), administrative and support service activities (201.630), transport and storage (192.670), unspecified (351.516)

## Notifications Procedure

- Open to Ukrainian citizens legally residing in Poland



**1.079.816**  
issued in 2023



**16.298**  
issued in 2023  
97% in agriculture

- Open to all TCN\*
- Citizens of Armenia, Belarus, Georgia, Moldova, Russia and Ukraine – labour market test is not applicable
- Work for 9 months during a given calendar year but only in selected sectors (agriculture, horticulture and tourism)



13.000 to Ukrainian citizens in 2023



**93.512**  
visas issued between 2020 and 30 September 2023



Top 3 nationalities

- Was open to citizens of Armenia, Azerbaijan, Belarus, Georgia, Moldova, and Ukraine
- Aimed at IT specialists (incl. start-up)

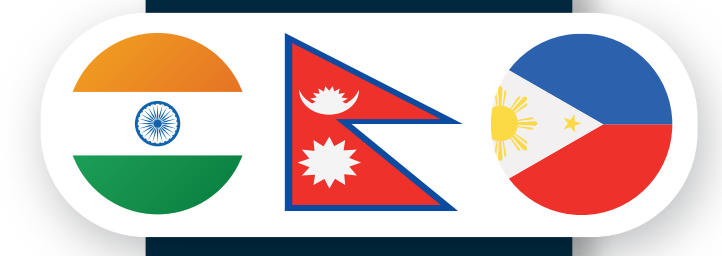


**4.984**  
issued in 2022

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



**320.630**  
issued in 2023



Top 3 nationalities (2023)

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



**49.593**  
issued in 2022-2023

- 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

## Seasonal workers

## Poland Business Harbour Scheme (suspended)

## EU Blue Card

## SKILL LEVEL



Various skill levels    Mid/Lower-skilled    High-skilled

\*TCN = third-country national

## Work and Residence Permit

## Card of the Pole

This infographic summarises findings from MPF (2024), *Re-thinking approaches to labour migration. Potentials and gaps in EU member states' migration infrastructures*. Case Study: Poland, Brussels: ICMPD. This publication was funded by the European Union and commissioned through the Migration Partnership Facility. Its contents are the sole responsibility of the author and do not necessarily reflect the views of the European Union nor ICMPD. NB: Pathway data is provided for the years indicated where numbers are available. Lack of a number implies that data is not publicly available and the author of the report was not able to access data per pathway otherwise. The infographic represents the labour migration pathways as of February 2024, changes thereafter may not be reflected. © ICMPD 2024