

Work in Poland

without work permit



As a rule, foreigners need a work permit to undertake employment in Poland. The employer applies for the work permit.

However, many groups of foreigners may work in Poland without the need to obtain the work permit. Such right is granted to foreigners by the Act on employment promotion and labor market institutions, and the regulation of the Minister of Labor and Social Policy on the performance of work by foreigners, without the need to obtain the work permit.

The Polish law offers the privilege of work opportunity in Poland without the need to obtain permit to foreigners with a specific legal status, but also to citizens of certain countries, and to foreigners representing specific professions.

District Labor Office appropriate for the place of residence or business seat of the employer;

- who have the permit to reside in Poland for a defined time period, issued due to:
 - ♦ full-time studies or full-time doctoral courses, also in the case where the foreigner commenced studies within another EU member country, which he/she intends to continue or complete in Poland,
 - ♦ conducting scientific research in Poland on the basis of an agreement on receipt to execute a research project, concluded with a scientific institution approved by the minister in charge of science issues,
- students of full-time day studies in Poland during summer holiday months (July, August and September).

Teachers and lecturers

- delivering trainings, participating in vocational internships, performing advisory or supervisory functions, or a function requiring specific qualifications, in programs executed under actions of the European Union, or in other international aid programs;
- teachers of foreign languages or teachers delivering courses in foreign languages who perform their work under international agreements and accords to which Poland is a party;
- teachers of foreign languages who work in kindergartens, schools or institutions named in regulations on the educational system, or in the Voluntary Labor Corps;
- teachers of foreign languages who work in teachers' training institutions described in the regulations on the educational system;

- who deliver – up to 30 days in a calendar year – occasional lectures, papers or presentations of special scientific or artistic value if they retain their permanent place of residence abroad.

Performing the following types of work:

- members of the armed forces or civil personnel who work in international military structures located within the territory of Poland, foreigners delegated to implement armament programs executed on the basis of agreements to which Poland is a party;
- permanent foreign media correspondents, accredited by the Minister of Foreign Affairs, only within the scope of their professional journalistic activities performed for the agency or medium delegating them;
- who perform, individually or in groups, artistic services lasting up to 30 days in a calendar year, which include actions of actors, directors, reciters, conductors, instrumentalists, vocalists, circus artists, dancers or mime artists;
- sportsmen working for an entity with seat in Poland, where the work entails representing the said entity during sports competitions if that work is of occasional nature;
- members of the clergy, members of religious orders or other persons performing work related to their religious function, in churches and religious associations and in national inter-church organizations whose status is regulated by

an international agreement, regulations on the relationship between the State and the church or another religious association, or who act on the basis of entry in the register of churches and other religious associations, and also who perform work as part of performing religious function in other entities, on the basis of delegation from the relevant body of the church or another religious association, or its legal entity;

- delegated to work in cultural institutes of foreign countries in Poland, on the basis of international agreements and accords to which Poland is a party;
- delegated to Poland by their foreign employer, if they retain their permanent place of residence abroad, for a period not exceeding 3 months in a calendar year, for the purpose of:
 - ♦ performing assembly, installation, maintenance or repair works for the delivered, technologically complete equipment, structures, machinery or other equipment manufactured by the foreign employer,
 - ♦ acceptance testing of ordered equipment, machinery, other equipment or parts manufactured by a Polish entrepreneur,

Prepared on the basis of:

the Act on employment promotion and labor market institutions
the regulation of the Minister of Labor and Social Policy on the performance of work by foreigners, without the need to obtain the work permit.

The following foreigners are allowed to work in Poland without the need to obtain the work permit:

Who are applying for / have obtained international protection

- have obtained in Poland the status of refugee, subsidiary protection, tolerated stay, or are under temporary protection in Poland;
- are applying for the status of refugee, or are the spouse covered by the application for refugee status, if for 6 months from the filing of the application, not due to the fault of the foreigner, the decision of the first instance was not issued; and if the foreigner has the relevant certificate¹ confirming that situation;
- children of a foreigner who has the status of refugee in Poland, subsidiary protection, permit for tolerated stay, temporary protection in Poland – aged up to 21 years or who are dependants of the foreigner.

With the following legal status:

- have obtained the settlement permit;
- have obtained the residence permit for a long-term EC resident in the Republic of Poland;
- are staying in the Republic of Poland on the basis of procedural visas, if

¹ At the request of the interested person, this certificate is issued by the Head of the Office for Foreigners. This option cannot be used as a method to enter the Polish labor market using the refugee procedure. In the case of a negative decision, the foreigner shall be obliged to leave the territory of Poland and shall be issued a prohibition of entry.

- directly before the issue of these visas they had the right to work without permit pursuant to provisions listed in the Act;
- have a valid Pole’s card;
- have the residence permit for a specified period of time, issued on the basis of family reunion;
- have obtained the residence permit for a long-term EC resident from another member country of the European Union;
- children of a Polish citizen or a foreigner who has a settlement permit in Poland, the status of resident in Poland, or the residence permit for a specified period of time (depending on the reason for issuing the permit), aged up to 21 years or dependants of the foreigner;
- who have the residence permit for a specified period of time and a residence document with the comment “scientist”, issued by another member country of the European Union, under the condition that the agreement on admission to execute a research project, signed with an appropriate scientific institution of that country, provides for research to be conducted on the territory of Poland,
- who are authorized to stay and work on the territory of an EU member state, Iceland, Liechtenstein, Norway or Switzerland, hired by an employer with seat of business within the territory of that country, and who have been temporarily delegated by that employer to perform services in Poland;

- have the residence permit for a specified period of time, issued due to:
 - ♦ marriage with a Polish citizen or with an foreigner who has in Poland one of the following statuses: status of refugee, subsidiary protection, settlement permit, status of long-term resident of the EU in Poland, tolerated stay permit, or is under temporary protection within the territory of the Republic of Poland (also in the case of becoming a widow/widower, divorce or separation, when warranted by particularly important interests of the foreigner);
 - ♦ „family reunion”.

Citizens of:

- member countries of the European Union, Iceland, Liechtenstein, Norway or Switzerland, as well as family members² of an EU citizen or a citizen of one of the named countries;
- Ukraine, Belarus, Russia, Georgia and Moldova in case where the employer registers the statement on the intention to employ them with the relevant District Labor Office (such possibility is available until the end of 2010). Work on the basis of such statement can be performed not longer than for six months during one year. Work can be performed on the basis of the

² The family is defined as: spouse, children aged up to 21 years who are dependants of the foreigner, and parents of the citizen of the EU, Iceland, Liechtenstein, Norway or Switzerland, as well as the parents of the foreigner’s spouse.

- statement also by foreigners who have residence permit issued with relation to other work;
- citizens of the Republic of Turkey and their families, who are residing in Poland for at least five years, and have worked legally for four years.

Students and graduates

- graduates of Polish upper secondary schools, or of full-time studies or full-time doctoral courses at Polish universities/colleges,
- students of universities/colleges, or students of vocational schools from countries of the EU, Iceland, Liechtenstein, Norway or Switzerland who perform work as part of their internship included in the rules of their studies or the syllabus, under the condition that they were delegated for such internship by their relevant university / college or vocational school;
- students who perform work as part of their apprenticeship, for which they are directed by organizations belonging to international associations of students;
- students who perform work under the cooperation of public employment services and their foreign partners, if the need to entrust the work to an foreigner is confirmed by the relevant employment body;
- students of universities/colleges, or students of vocational schools delegated to participate in, for the period of up to six months during a year, apprenticeship under an agreement between a foreign university/college/vocational school and the employer, where such agreement is registered with the



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