State Labor Inspectorate Action Plan for 2024

The Chief Labor Inspector has presented the State Labor Inspectorate's action plan for 2024. As announced, the State Labor Inspectorate plans to carry out 60,000 inspections this year and will cover at least 35,000 entities with various forms of preventive measures.

During inspections, the Inspectorate will check, among other things, compliance with regulations on remote work and regulations resulting from the implementation of the so-called work-life balance directives. In terms of occupational health and safety, the inspectorate plans to inspect renewable energy industries, heating plants and combined heat and power plants, as well as industries involved in the storage, sale and processing of metal scrap.

Vacation from social security contribution

A draft law on amending the Law on the Social Security System and certain other laws has been published on the website of the Government Legislation Center. According to the draft, it is planned to introduce a so-called vacation from social security contributions for one month a year. While taking advantage of the relief, the contributions will be paid by the Social Insurance Institution. The relief is to cover micro-entrepreneurs and sole proprietorships.

According to announcements, the draft law is expected to be approved by the Council of Ministers by the end of March 2024. The relief is expected to take effect later in 2024.

Planned changes in payment of sickness allowance

The Council of Ministers has published information on the direction and schedule of legislative work related to the implementation of changes in the payment of sickness allowance. Under its provisions, the allowance will be paid by the Social Insurance Institution from the first day of absence from work. Currently, for the first 33 days of an employee's sick leave (or 14 days for employees aged 50 and over), the allowance is paid by the employer.

According to the announcement, the changes in this regard will take effect from 2025.

Suspension of Poland. Business Harbour visa program

On 26 January 2024, in Poland the Business Harbour visa program was suspended. The program was created to provide better access to the Polish labor market for IT professionals and IT companies from Belarus, Georgia, Russia, Ukraine, Moldova and Armenia. Foreigners, after receiving a visa in the program, had open access to the Polish labor market without having to obtain work permits.

After the suspension of the visa program, foreigners can apply for visas on a general basis. Unfortunately, the process takes much longer and requires obtaining the appropriate work permit for the foreigner.

According to the Foreign Ministry, the program has not met expectations. The Ministry is now planning to work on improving visa procedures for representatives of the business sector, in the industries most needed by the Polish economy.

HRadar | newsletter

Extension of legal residence for Ukrainian citizens

A draft law on assistance to Ukrainian citizens in connection with the armed conflict on the territory of Ukraine has been published on the website of the Government Legislation Center. The draft provides for the extension of legal residence in Poland for Ukrainian citizens **until 30 June 2024**.

As announced, another amendment is planned to extend the stay of Ukrainian citizens **until 4 March 2025**.

Poland's migration strategy for 2025-2030

The Ministry of Internal Affairs and Administration has started work on developing a comprehensive migration strategy for Poland for 2025-2030. A detailed schedule of work in this regard has been published on the website of the Ministry of Internal Affairs and Administration, according to which a final version of the draft migration strategy will be developed in December 2024. Then, between January and June 2025, new draft laws will be prepared, including a new law on foreigners.

Contact us:

Agnieszka Fedor
Partner, attorney-at-law
☏ +48 505 782 677
✉ agnieszka.fedor@skslegal.pl

Maja Górawska
Associate
☏ +48 881 023 585
✉ maja.gorawska@skslegal.pl