

HR Alert

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New Migration Strategy - is a further revolution in the employment of foreigners coming?

The Government has published details of the Migration Strategy for Poland for 2025-2030. The motto for the planned changes is "Take back control. Ensure security." Implementation of the strategy will require fundamental reform of immigration law. The changes will affect not only foreigners, but also employers. The strategy calls for the introduction of new rules for foreigners' access to the labor market.

The most important changes from the HR point of view:

- **Statements on employment of foreigners** - the strategy envisages maintaining this instrument. However, we can expect some modification of the list of countries whose citizens can work on this basis.
- **Employment agencies** - the model for the operation of employment agencies is to be thoroughly reformed. The changes will particularly affect agencies that recruit and employ foreigners in the form of outsourcing. The reform is to change the rules for entering entities in the register, speed up procedures for removing agencies from the register and increase penalties for illegal intermediation.
- **Tightening the system for issuing student visas** - foreigners who have the status of a student at a Polish higher education institution have open access to the labor market. Their employment does not require a work permit; unfortunately, over the years the student visa system has been abused, so the Government plans to tighten regulations and impose additional verification duties on consulates and universities.
- **Changes to the visa system** - the Government announces these basing the visa system on a selective model. A list of countries and the profile of potential foreigners who will benefit from visa preferences will be set up. Preferences will also be made for foreigners migrating to Poland to work on investments considered as strategic for the Polish economy.
- **Digitization of residency services** - the visa and residency application process is to be automatized. The Government plans to establish an information exchange network between consulates and national offices. This is to ensure consistency and the ability to verify information collected during the visa process and later during legalization of residency.
- **Introducing a points model** - ultimately, access to the Polish labor market is to be based on a points model. The strategy does not specify the details of the scoring solution and its areas.
- **Separate regulations for deficit occupations** - migration policy is to be directed at meeting needs in deficit occupations. Special regulations are to be created aimed at foreigners pursuing occupations considered to be in long-term deficit. The Government has not provided a list of deficit occupations, nor has it indicated what the facilitation will consist of. The strategy only stipulates that in the case of deficit occupations, work permits are to be issued on a priority basis.



Contact us!

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