

A SOCIOLOGICAL STUDY
3RD EDITION

A FOREIGN EMPLOYEE IN POLAND IN THE PANDEMIC



The report from the 3rd edition of the sociological study 'A foreign employee in the pandemic' conducted by EWL S.A., Foundation for the Support of Migrants on the Labour Market 'EWL' and the Centre for East European Studies at the University of Warsaw.

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ANDRZEJ KORKUS

EWL S.A. Chairman of the Board



Ladies and gentlemen,

I am pleased to share with you the latest report containing an analysis of economic migration and the situation of foreign employees in Poland during the coronavirus pandemic that started in March 2020. The study was carried out by the EWL Group in cooperation with the Centre for East European Studies at the University of Warsaw. I firmly believe that an analysis of the migrant situation in our country and a look at it through the eyes of employees from the East will allow us to draw conclusions and to make the right decisions in the future.

Loosening of the restrictions and the increasing vaccination rates in Poland are improving the economic mood. Entrepreneurs are planning new investments, the number of job offers is growing. The gradual stabilisation of the Polish economy is also confirmed by the decreasing number of migrants declaring the pandemic has made it necessary for them to change their place of work or sector of employment. The results of our study prove that the coronavirus pandemic has not had a negative impact on the assessment of the attractiveness of work in Poland by foreigners. About 90% of immigrants do not regret their decision to take up employment in our country and almost 80% want to recommend working in Poland to their relatives.

On the other hand, the prolonged state of the epidemic causes foreign workers, just like most Polish citizens, to feel tired of bans and restrictions in their everyday lives. In addition, the third wave of the pandemic, during which the highest rates of infections and deaths were recorded, had a negative impact on the sense of security of foreigners. More and more respondents feel the uncertainty and fear a coronavirus infection.

Special solutions for foreigners introduced by the Polish government meant that many foreign employees were able to stay and work in Poland during the outbreak of COVID-19. The results of the study confirm that a large proportion of foreigners have already taken advantage or are planning to take advantage of the opportunities provided by the so-called „covid acts”. However, we need to remember that this liberalisation of regulations is temporary. We need to think about solutions that will secure the labour market against a mass exodus of foreign workers after the epidemic has ended, when the validity of the „covid permits” of a large number of immigrants will automatically expire.

We can expect that the competition for workers will increase, as it is not only the Polish economy that is recovering. Many European labour markets are already reporting high demand for employees and the governments of many countries are more and more seriously considering the possibility of opening up to immigrants from Eastern Europe. At the same time it is worth noting that a significant number of foreigners employed in Poland have returned to actively seeking job offers in other countries. Liberal migration legislation and high marks that foreigners give both to the entrepreneurs and the government for their attitude during the pandemic still give us an advantage over other countries. It is up to us whether and how we use it.

I invite you to read the latest study and to make your own assessment of the presented results.

27%

of respondents declare they had to find a new job in Poland due to the pandemic

20%

of foreign employees declare they had to change the employment sector in Poland due to the pandemic

36%

of foreigners are most worried about losing their jobs due to the pandemic

79%

of migrants would recommend a job in Poland to their friends and relatives

91%

of foreigners do not regret staying in Poland during the pandemic

91%

of foreign employees do not regret coming to Poland during the pandemic

44%

of foreign employees came to Poland for the first time during the pandemic

37%

of foreigners were leaving Poland during the pandemic

64%

of respondents feel safe in Poland during the pandemic

55%

of foreigners have used or plan to use the automatic extension of their residence and work permits in Poland

31%

of foreigners plan to continue working in Poland until the end of the pandemic

36%

of respondents are ready to get vaccinated against COVID-19 in Poland

30%

of foreigners working in Poland are people aged 18-25

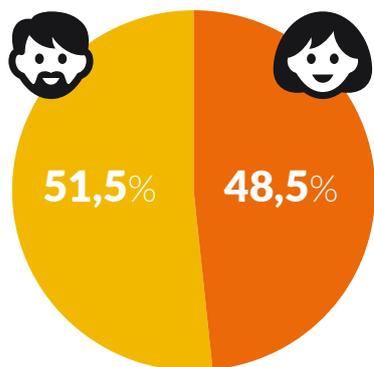
30%

of respondents were looking for job offers in countries other than Poland during the pandemic

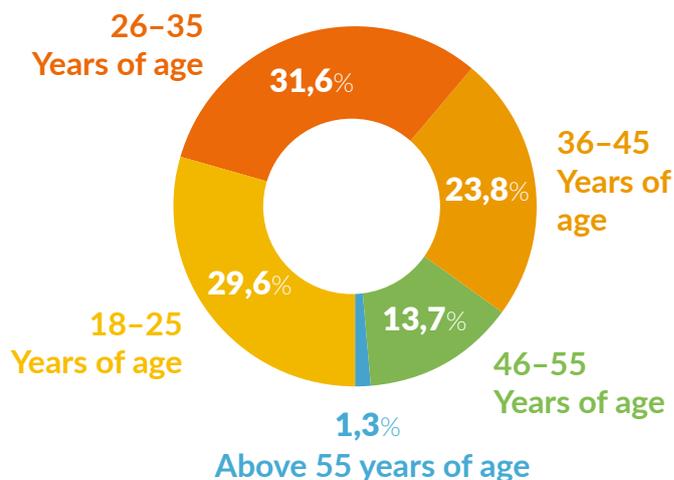
51%

of respondents are willing to work in Germany

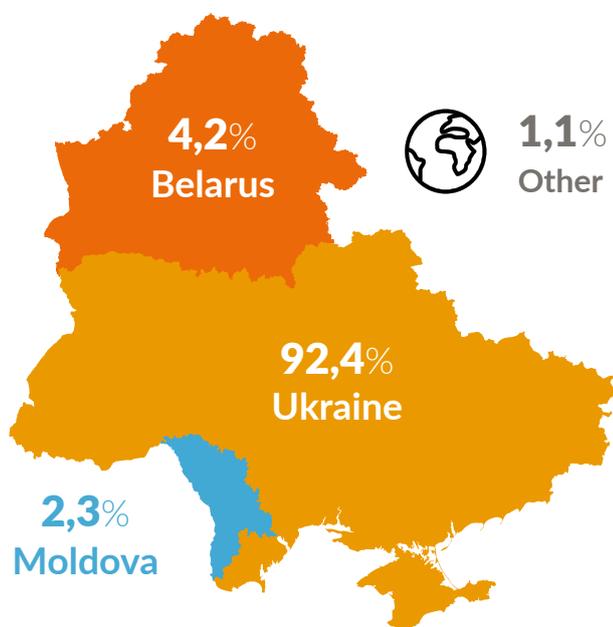
Sex



Age

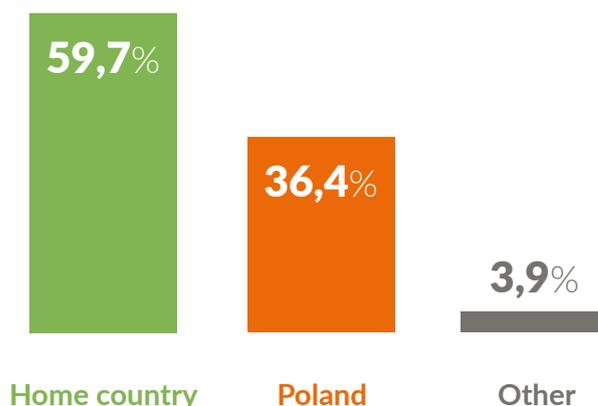


Country of origin



Where were you when the Coronavirus pandemic started?

(March 14, 2020 – the introduction of the state of epidemic emergency in Poland)



METHODOLOGY

Due to the COVID-19 pandemic the study of foreign employees in Poland was conducted using the CAWI (Computer Assisted Web Interview) method. The selection of the sample was oriented towards finding respondents representative of the community of foreign employees from beyond the eastern border of Poland. The invitation to take the survey was sent directly to this category of respondents. One of EWL S.A.'s registers of foreign employees was used for the purpose.

The study included foreign employees staying in Poland and experiencing the effects of the pandemic and, like all Polish citizens, being subject to the rigours of the state of epidemic emergency.

In the period of 23 April – 10 May 2021 we received 620 responses.

The sample size and its selection ensure high representation. It is also confirmed by the characteristics of the respondents, because they included the representatives of nationalities constituting the core of cross-border migration to Poland (primarily citizens of Ukraine, as well as Belarus, Moldova and Georgia), representatives of different age groups and, in proportion, representatives of both genders.

IMPACT OF THE PANDEMIC ON RESIDENCE AND EMPLOYMENT

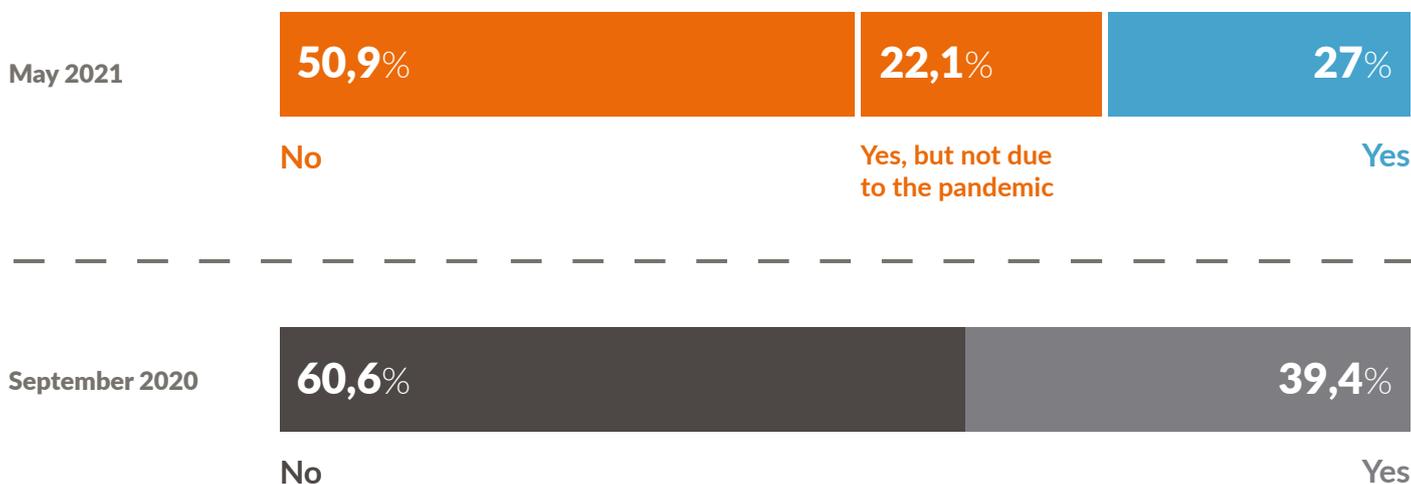
The coronavirus pandemic has undoubtedly affected the labour market in Poland. Sanitary restrictions and economic uncertainty forced many employees, also those from abroad, to look for new jobs. This is also confirmed by the study conducted by EWL in May 2021.

According to its results, 27% of foreigners declared that they had to change their jobs in Poland as a result of the SARS-COV-2 pandemic, and for 17% it was additionally connected with a change of place of residence. However, It should be stressed that both these indicators were by more than 12 percentage points higher in the previous

study conducted in September 2020. The answers of the responders seem to confirm the optimistic moods of the economists about the economic revival and improvement of the labour market.

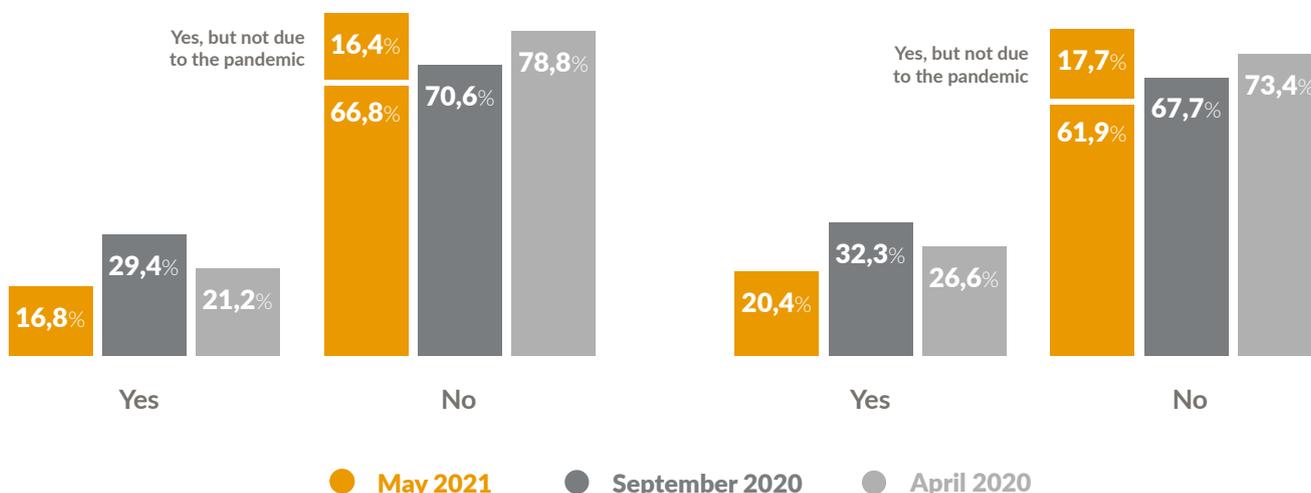
The stabilization of the situation is also confirmed by the decreasing number of foreigners who declare that due to the pandemic they had to change the employment sector. In relation to September 2020 this indicator has fallen by nearly 12 percentage points to its current level of 20%.

Did you have to change your workplace in Poland due to the pandemic? (respondents working in Poland when the pandemic started)



Did you have to change the town/city of work in Poland due to the pandemic? (respondents working in Poland when the pandemic started)

Did you have to change the employment sector in Poland due to the pandemic? (respondents working in Poland when the pandemic started)



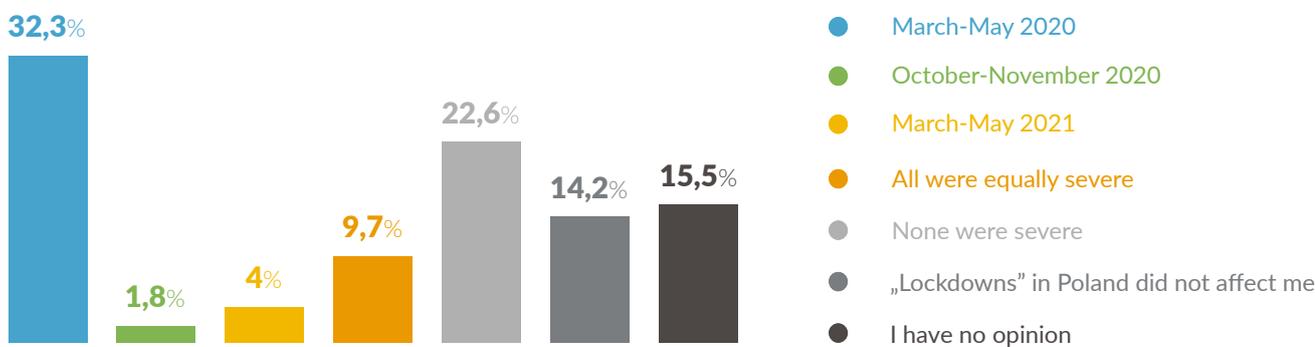
What made you stay in Poland during the pandemic?

(respondents working in Poland when the pandemic started)



Which of the „lockdowns” in Poland was the most severe for you?

(respondents who were working in Poland at the time of outbreak)

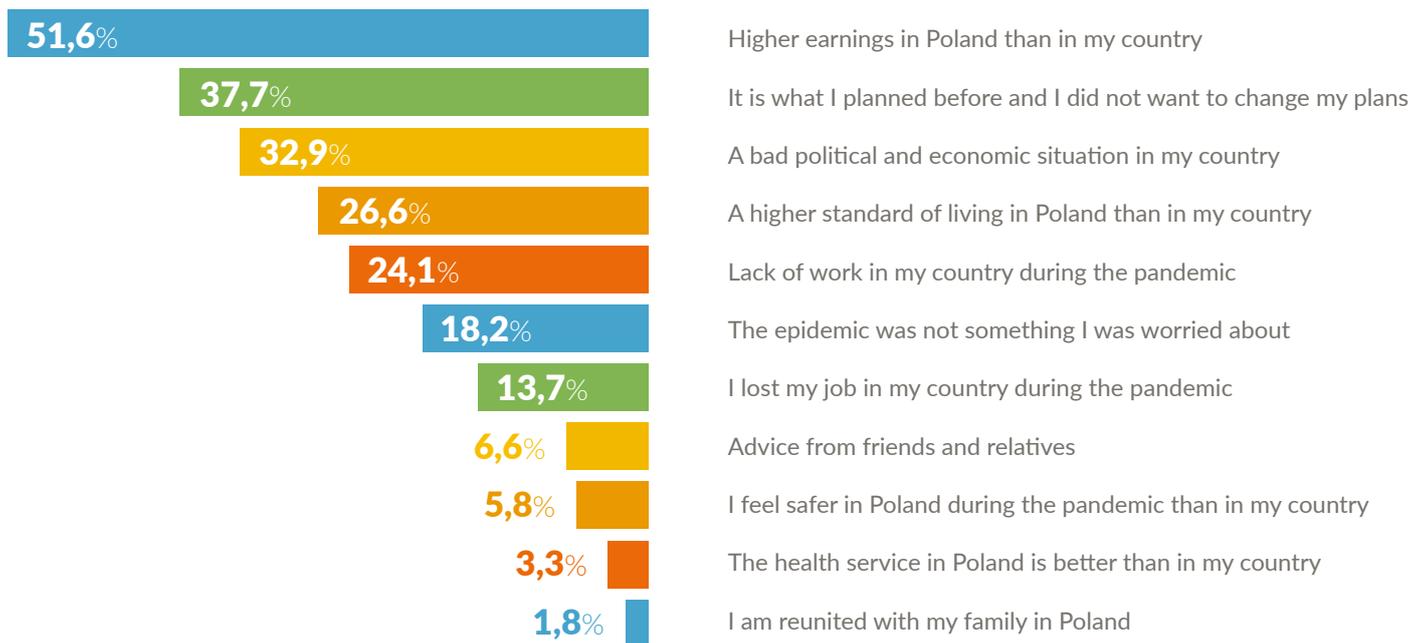


Half of the foreign workers who were living and working in Poland at the time of the pandemic outbreak decided to stay in our country mainly due to having a stable source of income and the unwillingness to change their plans, and almost 37% indicated that they wanted to continue working in Poland as long as possible. Almost every fourth one stressed that their decision was influenced by the regulations introduced by the Polish government which allow for the automatic extension of stay and work permits. Lack of employment opportunities in their home country is an important issue determining the decision of foreigners to stay in our country – this factor was indicated by 23% of the respondents.

Successive restrictions introduced by the government caused the necessity of adjusting professional and personal life to the new reality. However, according to almost 37% of the employees participating in the study lockdowns have not had a negative impact. For one in three respondents the period of closing down the economy and increased sanitary regime lasting from March to May 2020 was the most severe. The subsequent lockdowns were not as burdensome thanks to a better preparation of the employers to take on foreigners and further improvements introduced by the Polish state, which were addressed to foreigners who decided to take up and continue working in Poland.

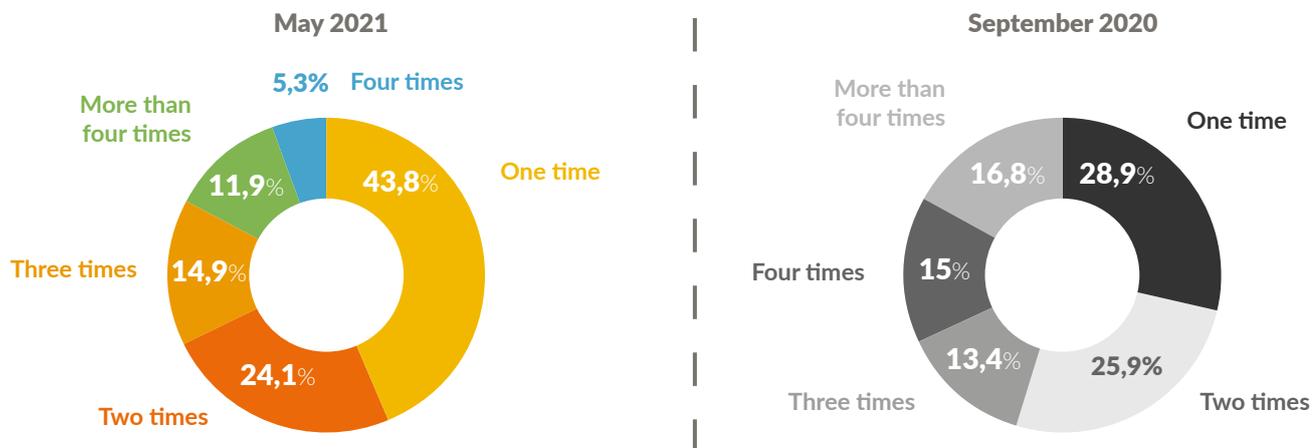
What made you to come to Poland during the pandemic?

(respondents who came to Poland during the pandemic)



How many times have you come to Poland for work?

(respondents who came to Poland during the pandemic)



Despite the coronavirus pandemic, foreigners are still willingly come to Poland. The stabilizing economic situation in our country is causing more and more foreigners to choose Poland as their direction of migration. In May 2021 the number of foreign workers who came to work in Poland for the first time increased compared to September 2020 by 15 percentage points, thus reaching 44%. This means that the Polish labour market is still, despite the ongoing epidemic, an attractive destination for workers from the East.

The economic factor remains the main determinant of migration. More than half of the foreigners decided to come to our country during the pandemic due to higher earnings

than in their homeland. Almost every third respondent was forced to leave by the bad political and economic situation in their country, and every fourth respondent indicated the lack of employment opportunities in their home country and a higher standard of living in our country as the main factor motivating them to take up employment in Poland.

It is worth noting that the prevailing pandemic has not affected migration plans of the respondents. For 38% of the respondents their previous travel plans (before the outbreak of the SARS-COV-2 pandemic) were an important argument in the decision about labour migration to Poland.

The respondents who decided to come to Poland during the pandemic indicate that the greatest inconvenience in their opinion was the necessity of quarantine after the arrival in our country (over 26% of the respondents). However, this indicator has declined almost twofold since September 2020. Every fourth foreign employee notices problems related to the reduced number of job offers in Poland and, consequently, difficulties with finding the right place of employment.

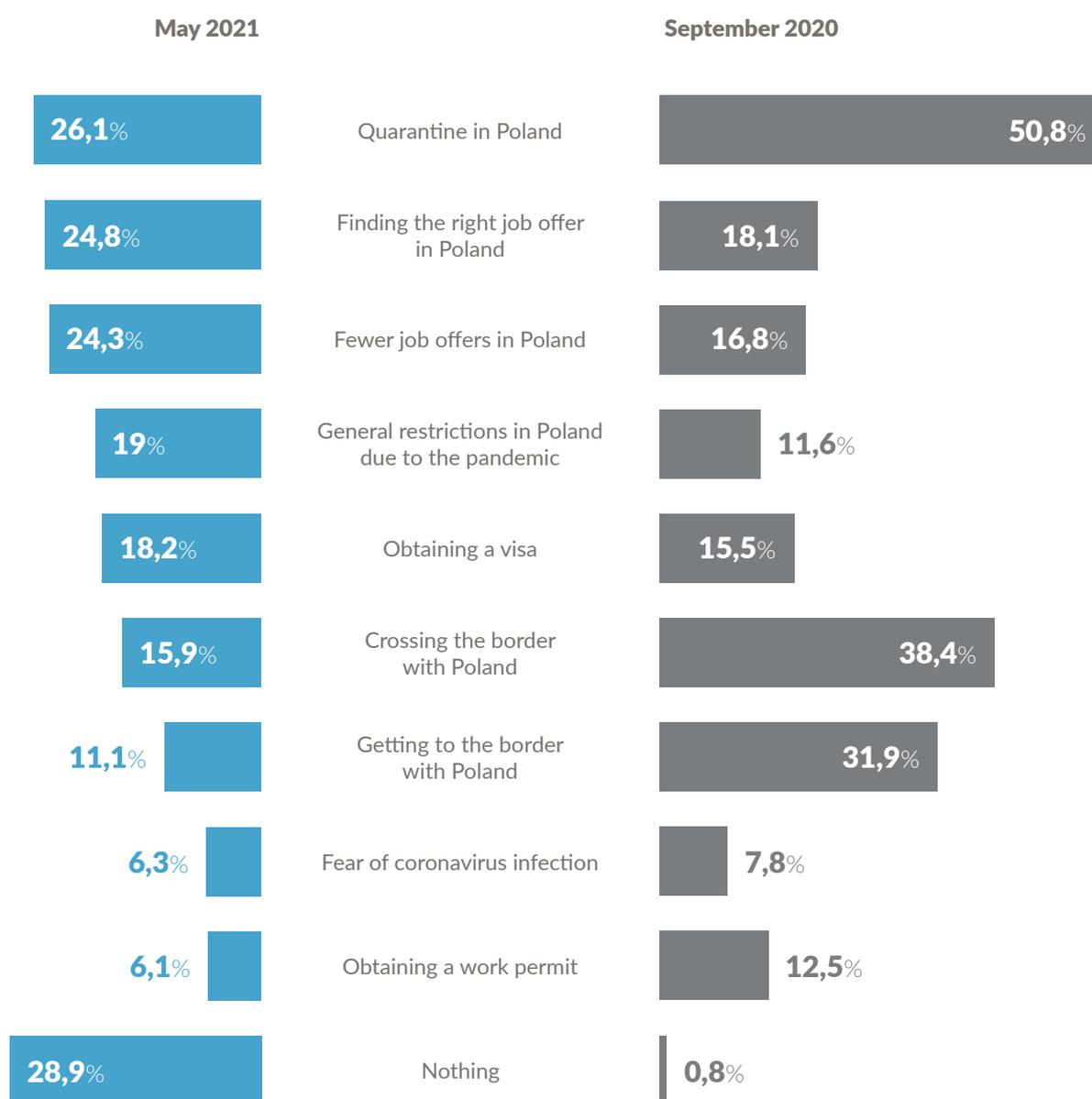
However it is worth noticing that almost 29% of the respondents believe that they did not encounter any significant obstacles when coming to Poland. This is

a huge, more than thirty-fold, increase in relation to the study conducted in September 2020.

This may be due to a few factors: the adaptation of workplaces to the new reality, a better preparation of employers to take on foreign foreigners, the introduction of regulations enabling the quarantine to be lifted after a negative SARS-COV-2 test result and the temporary liberalisation of regulations concerning the extension of legal work and residence in our country.

What made it the most difficult for you to come to Poland during the pandemic?

(respondents who came to Poland during the pandemic)

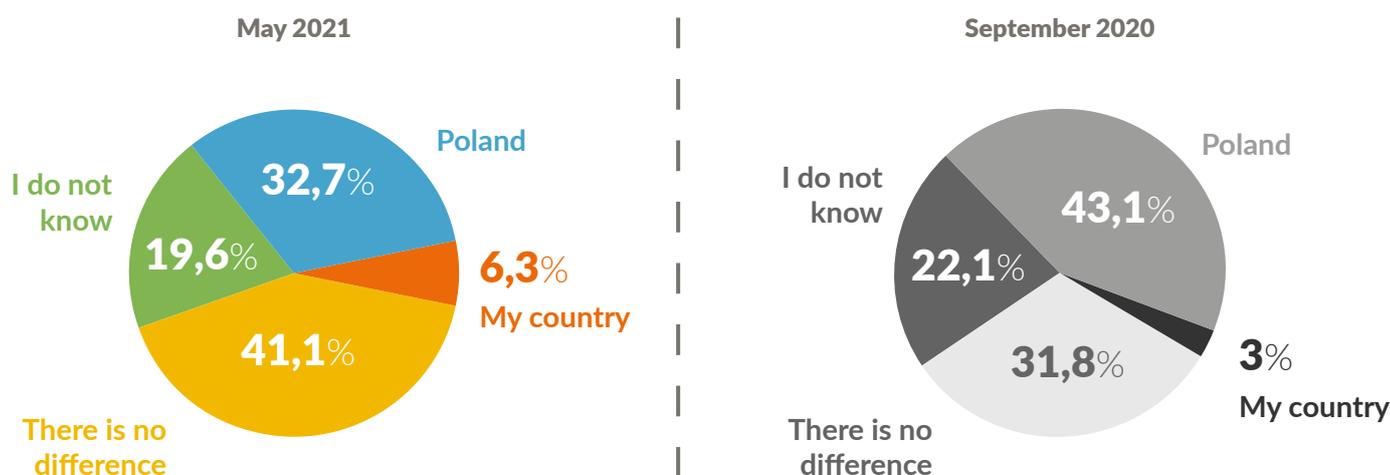


FEELING SAFE DURING THE PANDEMIC

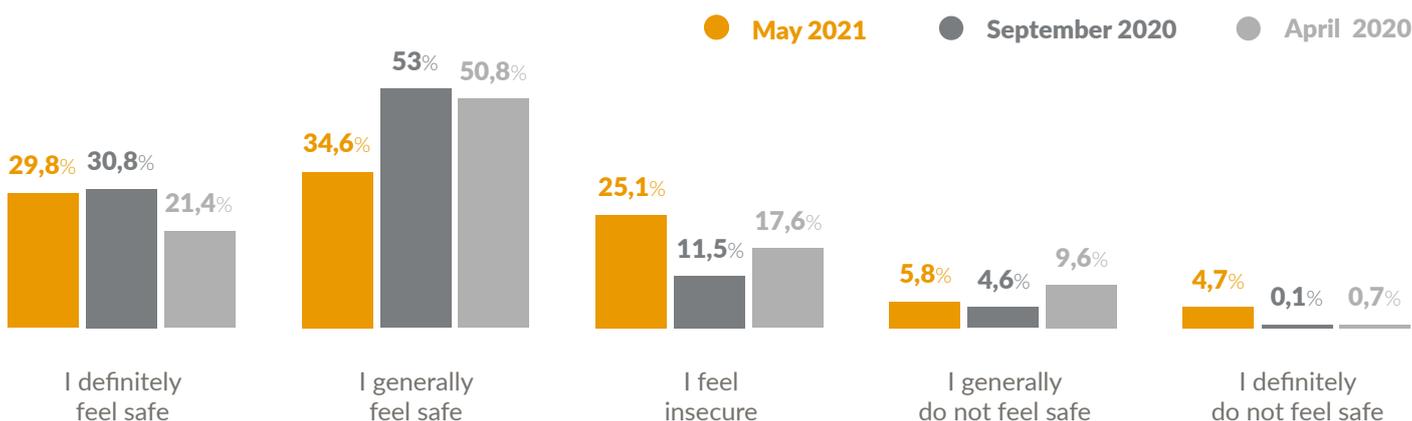
Foreigners have a relatively high opinion of their own sense of security about their stay in Poland during the pandemic (7.1 points on a 10-point scale). However, a high infection rate and the number of deaths recorded in the first quarter of 2021 were not without influence on the opinion of the respondents. The results of the study indicate that while in September 2020 more than 43% of the respondents believed that our country was a safer place to stay during the pandemic than their home country, in May 2021 it was 32.7% – more than 10 percentage points lower.

Moreover, due to the epidemiological situation and related fears the number of foreign workers who feel safe in Poland decreased by 16 percentage points – from 81% in September 2020 to 65% in May 2021. Every fourth foreigner participating in the study feels insecure in the current situation, which means a twofold increase in relation to September 2020.

Which do you think is safer: Poland or your home country?



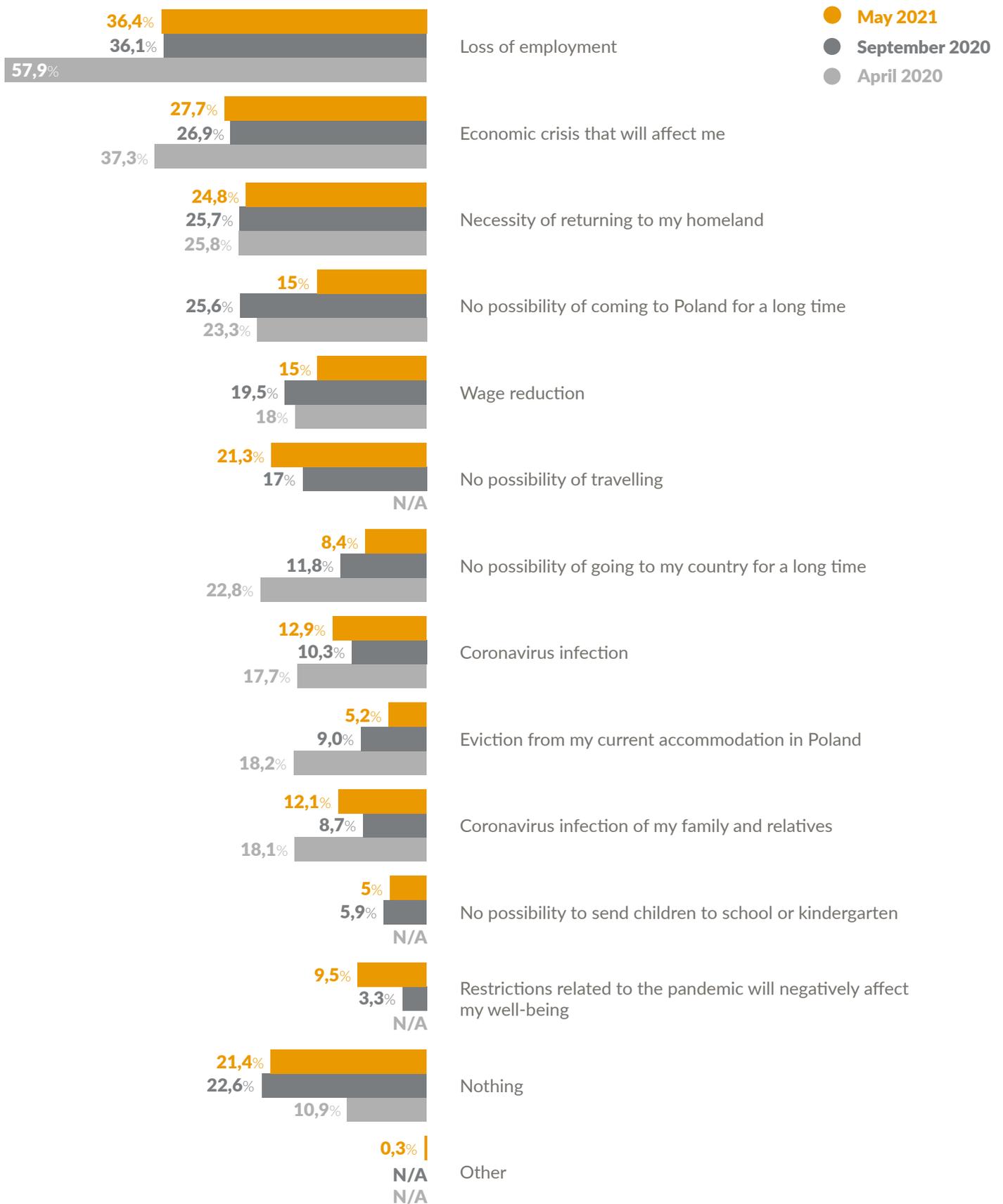
How would you rate your sense of security in Poland during the pandemic?



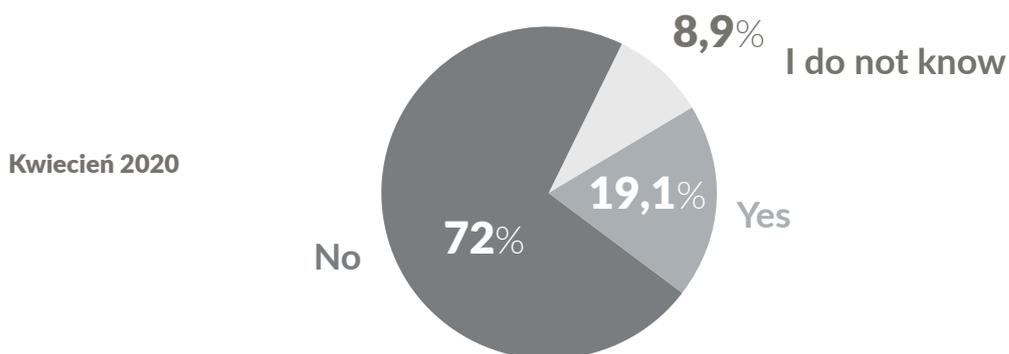
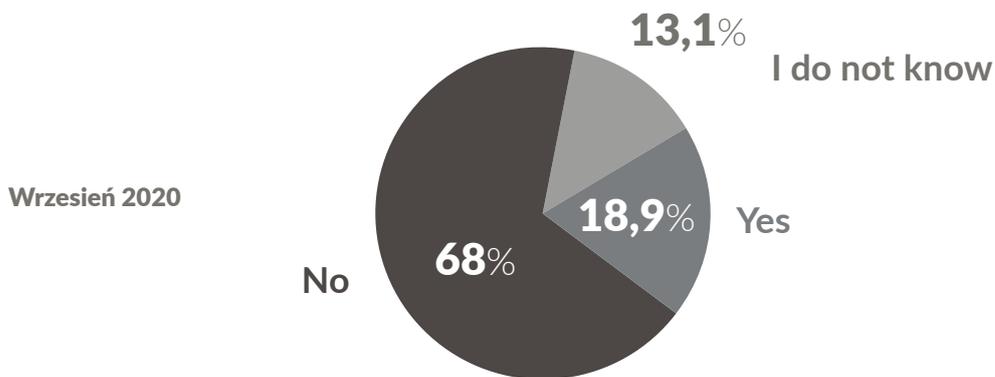
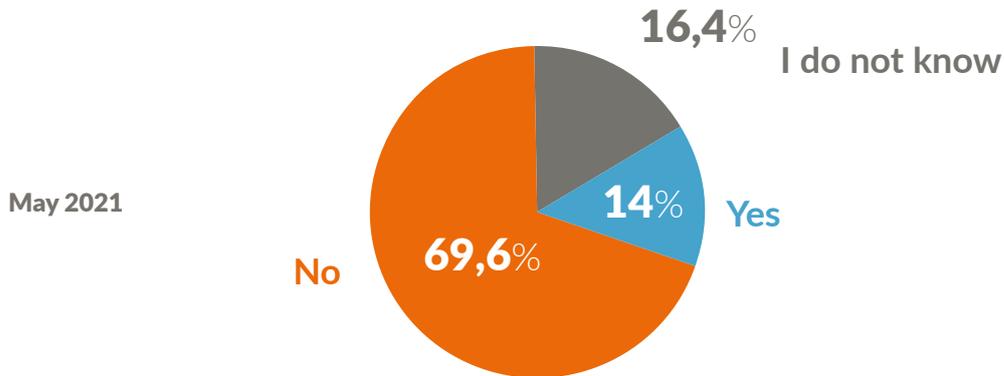
The coronavirus pandemic continues to affect the sense of security and stability of foreign workers. The biggest concern among the respondents is, similar to the September 2020 study, the possibility of losing their job (36% of the respondents). However, the number of foreigners who fear not being able to return to work in Poland has fallen significantly – in September such fears

were expressed by one in four respondents, now only by one in seven. 12% of foreign workers are afraid of their own or a family member infection with the coronavirus, which means that since September 2020 this indicator has increased by around a quarter. The group of workers who have no concerns about the prolonged pandemic remains at 21%.

What do you fear most about the coronavirus pandemic?



Have you observed the reinforcement of negative stereotypes towards foreigners in Poland in relation to the pandemic?



Crises in the economy often lead to an increase of social unrest. Changes on the labour market and a growing sense of insecurity among employees cause for social divisions to become increasingly visible. The fact that the vast majority of immigrants working in Poland (70%) do not feel a reinforcement of negative stereotypes towards

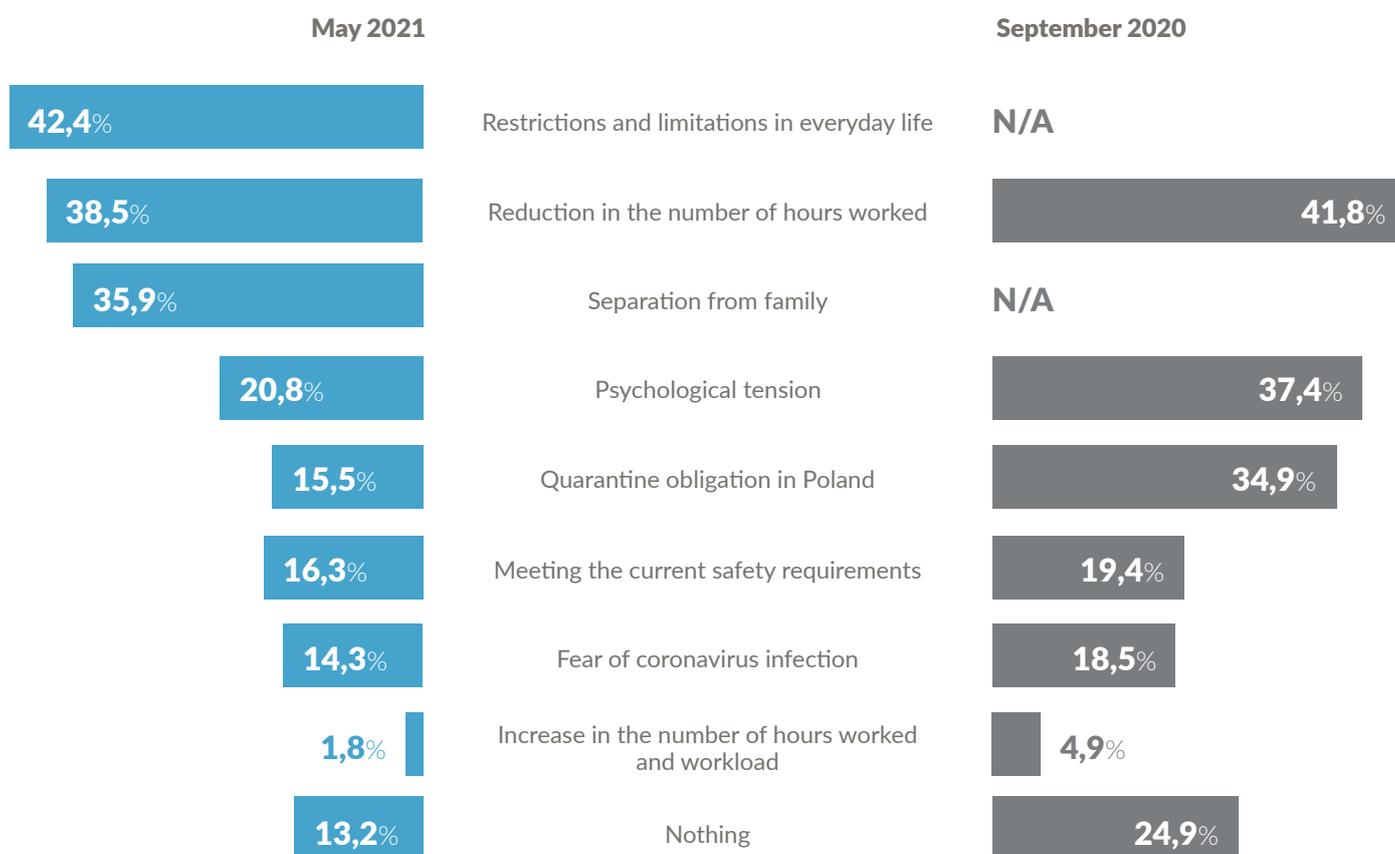
foreigners during the pandemic is very pleasing. Only 14% of the respondents hold the opposite view – at the beginning of the epidemic this indicator was 5 percentage points higher. This drop may also be a sign of the stabilization of the Polish labour market.

For foreigners, as well as for Polish citizens, it is the restrictions and limitations introduced in connection with the SARS-COV-2 that are more and more strongly felt in their personal lives. The most severe ones are prohibitions and restrictions in everyday life – they are indicated by more than 42% of the respondents. However, the number of employees complaining about reduced working hours (38% vs. 42% in September 2020) and the feeling of psychological strain (21% to 37%) have decreased.

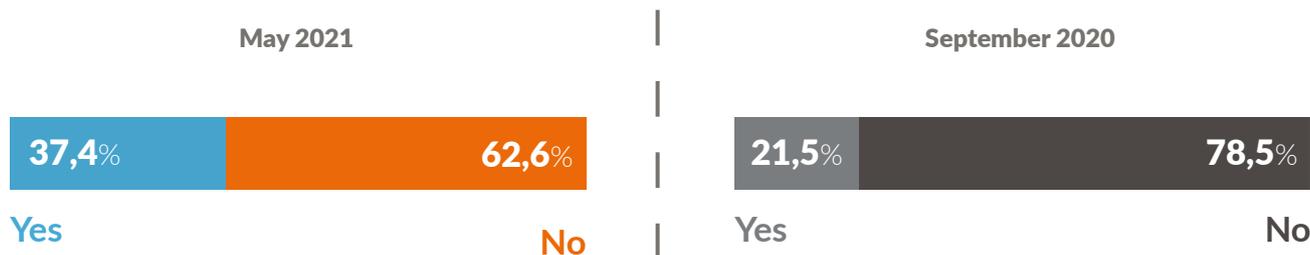
For 36% of foreigners, the greatest difficulty in working in Poland during the pandemic is their separation from the family.

Most likely for this reason, and also due to the introduction of regulations enabling the avoidance of quarantine, more and more foreigners decide to travel despite the ongoing state of epidemic. In September 2020 every fifth respondent was leaving Poland during the pandemic. Currently, it is 37% of the respondents.

What is the most difficult for you when working in Poland during the pandemic?



Were you leaving Poland during the pandemic?



SATISFACTION LEVEL OF FOREIGN EMPLOYEES

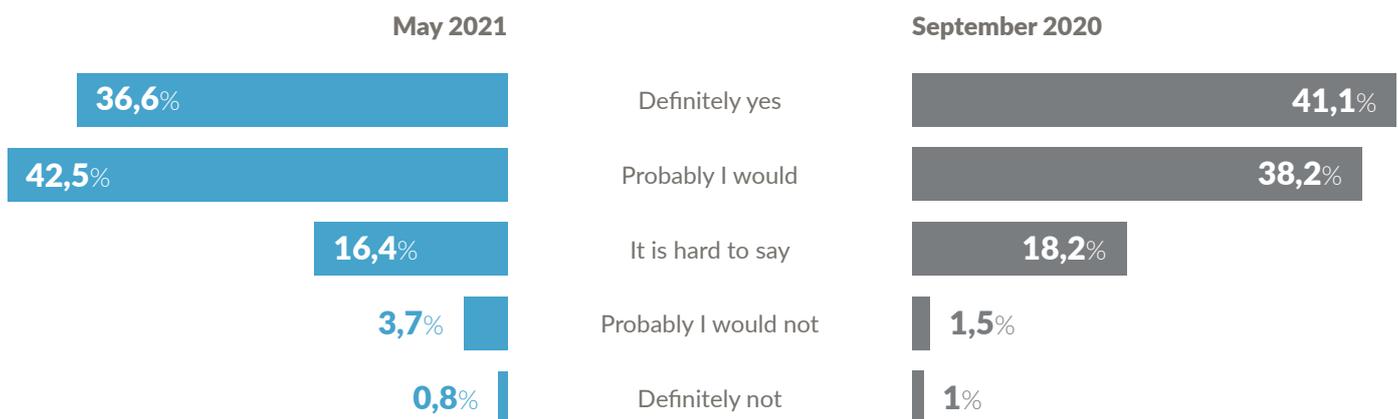
The respondents taking part in the study conducted in May 2021 value the opportunity to work in Poland. Just as in September 2020 more than 79% would recommend our country as a direction of economic migration to friends and family. Only 4% would not. This means that the COVID-19 pandemic has not discouraged foreigners from taking up employment in our country.

It is worth noting that both, among employees who were in Poland at the time of the outbreak of the pandemic, as

well as those who decided to come to our country during the pandemic, over 90% of those surveyed did not regret their decision. This indicator has remained at a similar level since the beginning of the pandemic.

A different opinion is expressed by only 4.7% of foreigners who decided to stay in Poland and by 3.2% of those who came to our country after 14 March 2020.

Would you recommend working in Poland to your friends and relatives?



Do you regret your decision to stay in Poland during the pandemic?

(respondents who worked in Poland during the pandemic)



Do you regret your decision to come to Poland during the pandemic?

(respondents who came to Poland during the pandemic)



How would you rate the support of the Polish government in connection with the pandemic? (on a scale from 1 to 10)

6,24/10

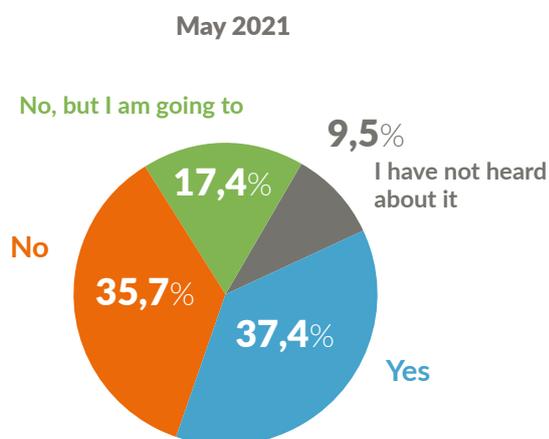
How would you rate the support from your Polish employer in connection with the pandemic? (on a scale from 1 to 10)

6,61/10

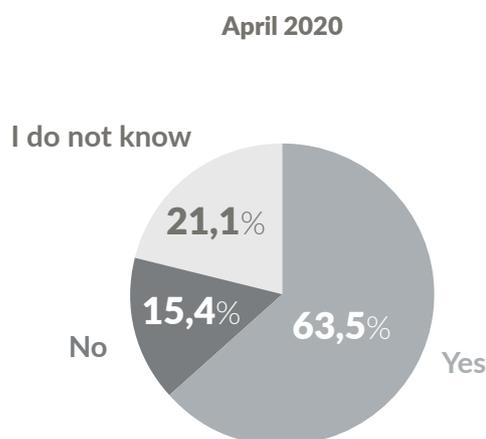
Have you heard that the Polish government has automatically extended residence and work permits for foreigners in Poland for the duration of the pandemic?



Have you benefited from the automatic extension of residence and work permits in Poland proposed by the Polish government?



Will you take advantage of the automatic extension of residence and work permits in Poland proposed by the Polish government?



Special solutions for foreigners introduced by the Polish government in the initial phase of the pandemic allow for an automatic extension of legal residence and work in Poland. In April 2020 exercising such a possibility was declared by more than 63% of the respondents.

This year's May study showed that 91% of foreign workers in Poland know about the regulations introduced by the government. Over 37% of those who were in Poland at the time of the study have already taken advantage of the opportunities provided by the so-called „covid acts” and a further 17% intend to do so.

Foreign workers appreciate the actions of the Polish government and the support given to them by their employers in connection with the coronavirus pandemic. Legal regulations and government support were rated at 6.2 points on a 10-point scale. Employers scored 0.4 point higher.

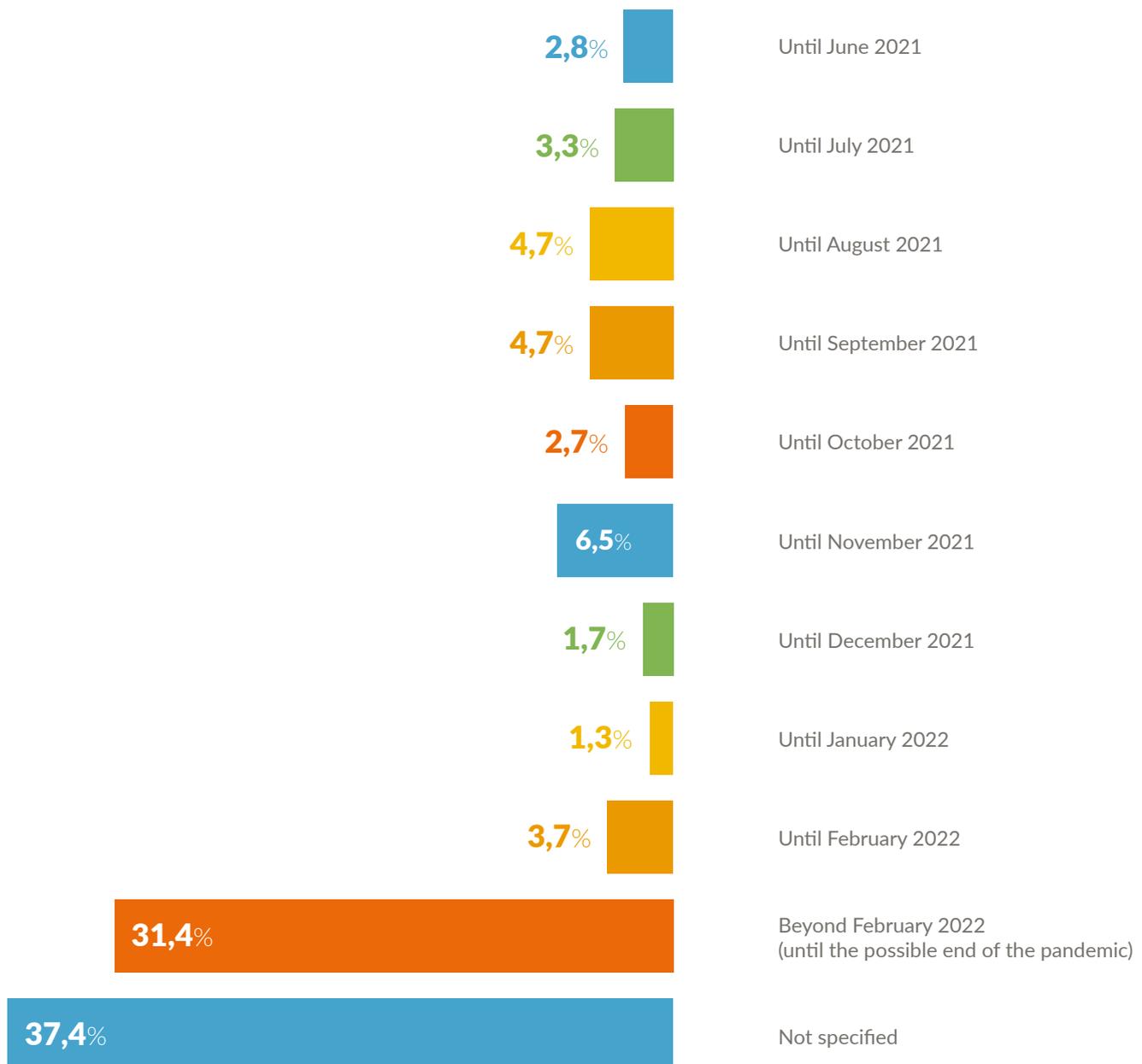
It can be assumed that the Polish labour market has met the challenges posed by the epidemic and the consequences which it has brought about for the employers and the employees.

Considering that almost every third respondent wants to stay in Poland until the end of the epidemic and 37% did not specify the date of their return to their home country, it can be assumed that in the coming months employers do not have to be afraid of a mass outflow of foreign workers. Many foreigners have taken advantage of the special solutions introduced by the so-called „covid acts” and link the length of their stay in our country with the opportunities they offer.

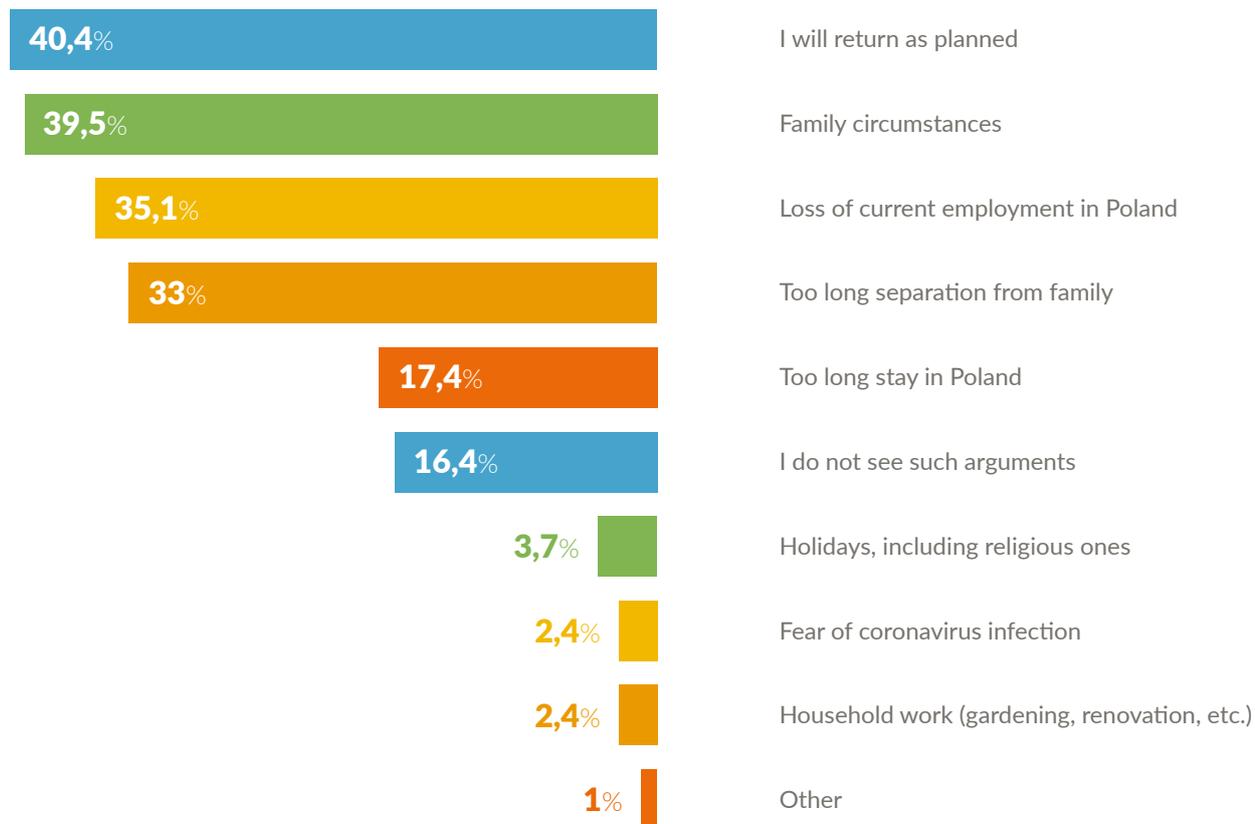
Nevertheless, it seems reasonable to ask whether we are prepared for the end of the state of the epidemic in terms of legalisation of residence and work of foreign workers who have taken advantage of the opportunity of automatic renewal of their documents.

How long do you plan to work in Poland?

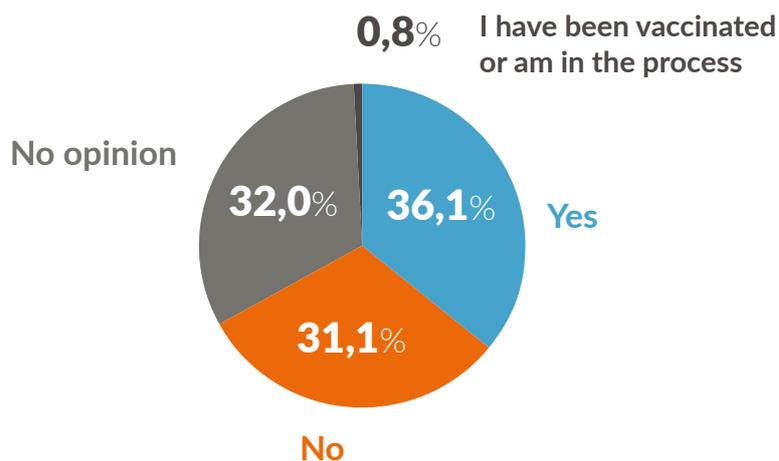
(assuming the coronavirus pandemic in Poland does not end within the next 9 months)



What would convince you to return to your country during the pandemic?



Are you ready to get vaccinated against COVID-19 in Poland if given such a possibility?



Over 40% of foreign workers in Poland declare that they will return to their country as planned. Among the factors which may result in a change of plans are family circumstances (40%), job loss (35%) and a too long separation from the family (33%).

The study showed that just over 36% of foreigners working in Poland are willing to be vaccinated against COVID-19 in our country. The opposite view is held by 31% and 32% are still undecided.

Did you look for employment in other countries than Poland during the coronavirus pandemic?

May 2021



September 2020



Did you look for employment in other countries than Poland before the coronavirus pandemic?



The stabilization of the epidemiological situation and a slow return of national economies to pre-pandemic levels mean that interest in migration to countries other than Poland has recently begun to grow again.

In May 2021 more than 30% of foreigners participating in the study admitted to looking for job offers in other countries. In September this number was lower by 1/3. This means that the number of foreigners who would like to take up a job abroad is approaching the level from before the outbreak of the pandemic (then the percentage was slightly over 31%).

Still, most foreigners are interested in the possibility of work in Germany (51%). Poland is in second place – 48% of respondents want to work here. High in the ranking are also the Czech Republic (26%), the USA (25%), Canada (23%) and Norway (21%).

Comparing the current study results to those obtained in September 2020, the popularity of both Germany and our country dropped by about 1/10. Finland,

whose government has been actively courting seasonal workers from Eastern European countries over the past year, entered the top 10 (17%), Still few foreign workers employed in Poland are interested in taking up employment in Russia (3%).

The current regulations concerning economic migrants that function in the Polish legal system are among the most liberal ones in Europe. They allow to fill personnel gaps on the stabilizing labour market in Poland. However, it is not only the Polish economy that is recovering. The labour markets in Europe are also facing a growing problem of staff shortages and the governments of many countries are considering a gradual opening of their borders and economies to economic migrants from Eastern Europe. This means that soon the competition for employees will be much bigger for Polish employers.

Where abroad would you like to work?

More than 40%

More than 20%

More than 10%

Up to 10%

May 2021



Germany **51%**



Poland **48,1%**



Czech Republic
25,9%



USA **25,1%**



Canada **23%**



Norway **21,4%**



Sweden
18,4%



Finland
16,9%



Netherlands
14,7%



UK
14,3%



Israel
12,7%

UAE **6,6%**

Hungary **3,4%**

Slovakia **3,2%**

Estonia **3,2%**

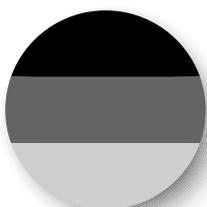
Russia **3,1%**

Lithuania **2,4%**

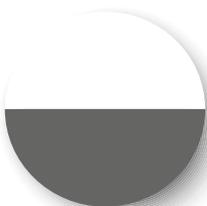
Latvia **2,3%**

Italy **0,2%**

September 2020



Germany **58,5%**



Poland **56,6%**



Czech Republic
25,9%



Norway **22,1%**



USA **20%**



Canada
19,8%



Sweden
18,5%



Netherlands
17,9%



Israel
16,7%



UK
13,8%

UAE **4,9%**

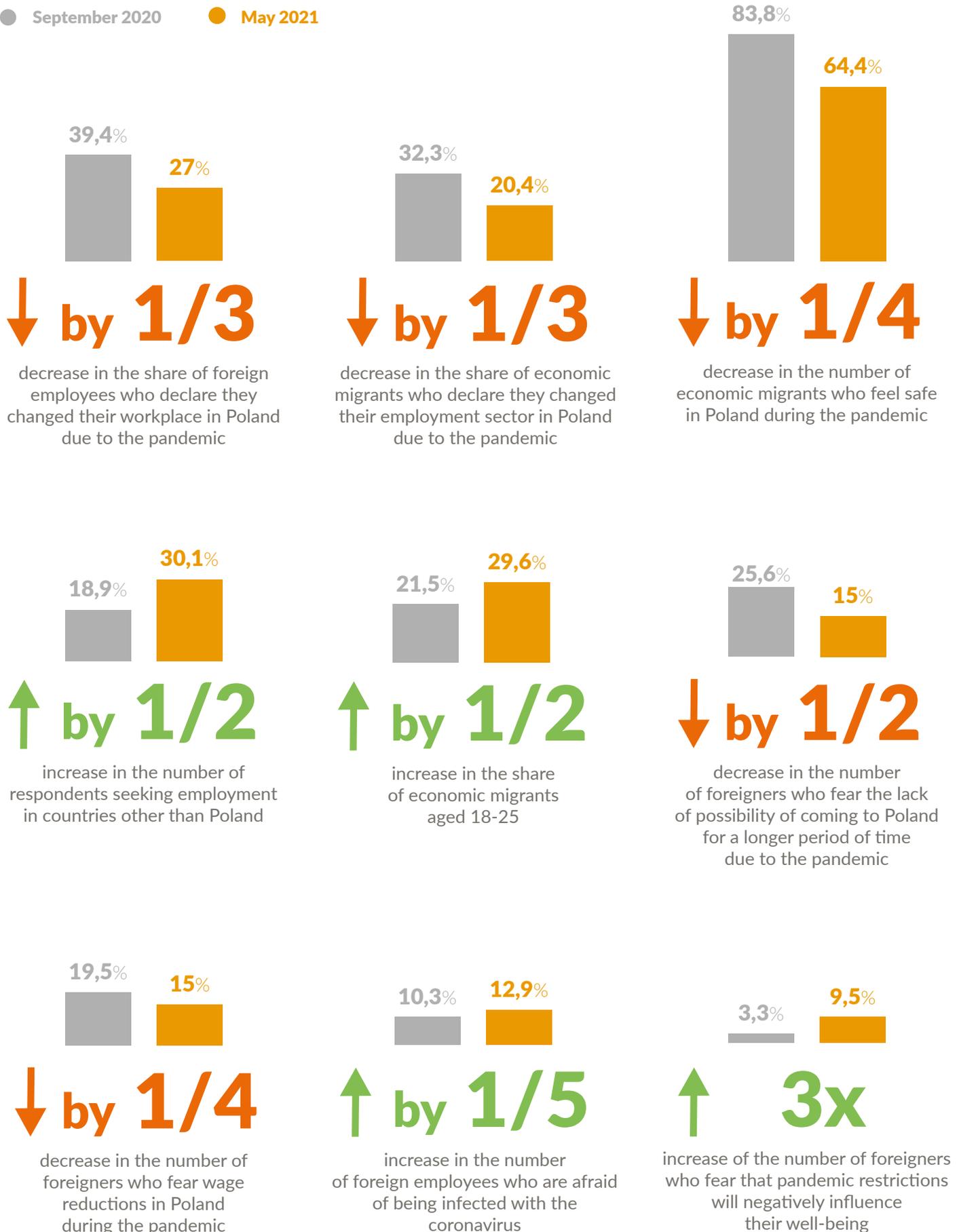
Hungary **3,1%**

Russia **2%**

Slovakia **0,5%**

Italy **0,5%**

● September 2020 ● May 2021





ANDRZEJ KORKUS

EWL S.A. Chairman of the Board

The Polish economy is emerging from the pandemic unscathed. Although it is still too early for final conclusions, it can already be noticed that we have recorded one of the lowest GDP declines in the region. We have also gained in the eyes of foreign workers. Thanks to the openness and liberal employment policy the Polish labour market enjoys high confidence of foreigners. This will undoubtedly pay off in the near future, when the competition for employees increases. Hands to work are already in short supply in most European economies, and with the epidemic dying out the problem of filling vacancies will become increasingly acute.

In the coming years we can expect an increase in the importance of foreigners for the Polish labour market and their greater influence on the shape and development of the national economy. In the light of the growing competition for workers, further liberalisation of Polish migration regulations is necessary for foreigners to continue taking up employment with Polish employers as willingly as they have done so far.



MARCIN KOŁODZIEJCZYK

International Recruitment Director at EWL S.A.

Although some companies are not yet operating at 100% of their production capacity (mainly due to pandemic-ruptured supply chains and lack of components on global markets), we are already experiencing high demand for workers. This means that in the near future, when the situation stabilises, the problem of staff shortages may have an even greater impact on the functioning of businesses in Poland. If we avoid a fourth wave of the pandemic, we can expect record demand for foreign workers in Q3 and Q4 2021.

The demand for foreign workers continues to grow, while at the same time the interest of foreigners in work in Poland remains high. Migrants highly value Polish employers, feel good in our country, are satisfied with work and life here. Thanks to the liberal migration policy we have the opportunity to acquire employees outside Poland who are ready to commit themselves to a Polish employer for a longer period, which is highly desired on the market.



MICHAŁ WIERZCHOWSKI

Sales Director at EWL S.A.

Poland is a very good place to work for foreigners. Our study has shown that over 90% of foreign employees do not regret taking up employment in our country, even despite the pandemic. This is a very good sign, especially since we are facing a real „European battle” for employees. More and more countries are opening up to migrants from Eastern Europe. The Baltic states and Finland are inviting Ukrainian seasonal workers, the Czechs and Slovaks are also looking for new solutions. It should also be remembered that the COVID-19 pandemic prevented a wider opening of the German labour market to non-EU migrants. New regulations came into force a few weeks before the announcement of lockdown in the country. The long-term effect of these changes for Polish entrepreneurs is unknown, as the German economy slowed down during the pandemic and entry into the country was made difficult for foreigners.

Increased competition for employees is undoubtedly an advantage for foreign candidates and a challenge for the employers. Poland must make every effort to remain a country of first choice for migrants from Eastern Europe.



MARIYA KUZENKO

Head of Legalization at EWL S.A.

Poland stands out in Europe as one of the most open economies to the employment of foreigners. Liberal regulations on economic migrants and the introduction by the Polish government of special solutions for foreigners during the pandemic allowed us to keep many foreign workers in the country. However, it is worth remembering that regulations contained in the so-called „covid acts” are only temporary and the demand for workers is growing also in other European economies. Therefore, we should now think about what to do to prevent a mass outflow of migrants after the pandemic has ended.

The extension of the period of facilitations for foreigners from 30 days to 6 months after the end of the pandemic would benefit everyone. Employers would have the opportunity to plan their staffing structure, determine the size of their rotation and provide replacements. Employees would gain additional six months of job security and stability. The governments on the other hand would have the opportunity to develop new solutions for foreigners and streamline and digitize processes which are currently in place.



EWL S.A.

Founded in 2007, EWL S.A. successfully connects jobseekers from four continents with employers in the EU. It is the leader on the Polish market of employment of foreigners in the field of permanent recruitment, employee leasing, outsourcing and servicing the employment of non-EU citizens. Thanks to many years of experience the EWL team of experts knows the local labour market very well.

The Group provides HR solutions for most sectors of the economy in the European Union, including formalities related to staffing and legalization of stay.

Every day, thanks to EWL, more than 7,000 people are employees in production plants, logistics centres and warehouses in Europe.

Since 2018 EWL S.A. has been conducting sociological studies among foreigners who have taken employment in our country.

The company is guided by the values of: cooperation and responsibility, being fair, challenging the status quo, openness and market obsession, and the company's vision is changing the global migration market.

FOUNDATION FOR THE SUPPORT OF MIGRANTS ON THE LABOUR MARKET ,EWL'

Founded in 2015, the Foundation for the Support of Migrants on the Labour Market ,EWL' aims to initiate and support activities related to the presence of foreigners on the Polish labour market.

Our idea is to raise awareness of rights and obligations and the benefits of legal employment among foreigners, as well as to limit the abuse by dishonest employers. One of the main objectives of the Foundation is to improve multilateral cooperation between employers, government institutions, non-governmental organizations and migrants themselves.

The Foundation also does charity work addressed mainly to foreigners who are in a difficult life or financial situation. In addition, it works for European integration, active dialogue and the development of contacts and cooperation between societies. The Foundation's activities are directed, among others, to entities involved in migration processes and participants of the global labour market.



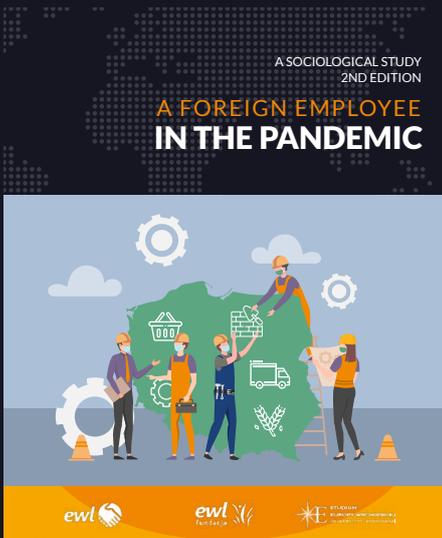
THE CENTRE FOR EAST EUROPEAN STUDIES AT THE UNIVERSITY OF WARSAW

The Centre for East European Studies is a unique academic unit in Poland, continuing the traditions of pre-war Sovietological centres - the East European Institute in Vilnius (1930-1939) and the Eastern Institute in Warsaw (1926-1939). The teaching offer of the Centre includes elite Eastern Studies (1st and 2nd degree and postgraduate courses) as well as schools for foreign students. The lecturers are eminent scientists, diplomats and specialists from Europe and the USA.

The Centre annually organizes international scientific conferences and a series of events building positive relations between Poland and the countries of the former USSR. It is also the publisher of numerous books and magazines devoted to the eastern themes.

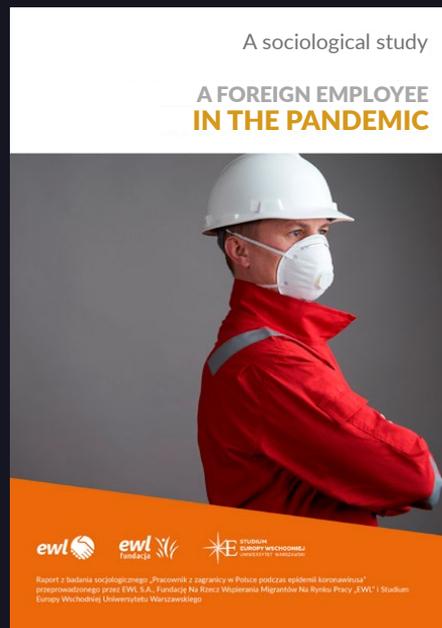


In the years 2004-2013, the Centre for East European Studies, under the content-related supervision of Mariusz Kowalski and the general management of Jan Malicki, conducted a series of social studies in Ukraine. The first of them took place in December 2004. A total of about 2,000 questionnaire interviews was carried out, pertaining issues such as political views and preferred directions of international cooperation, with particular emphasis on the place of origin, nationality and language of the respondents' daily communication.



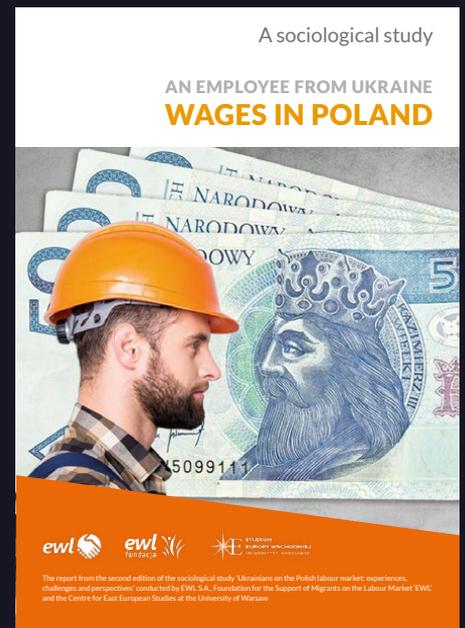
The report from the 2nd edition of the sociological study 'A foreign employee in Poland during the pandemic' conducted by EWL S.A., Foundation for the Support of Migrants on the Labour Market, EWL and the Centre for East European Studies at the University of Warsaw

'A FOREIGN EMPLOYEE in the pandemic. 2nd edition'
October 2020



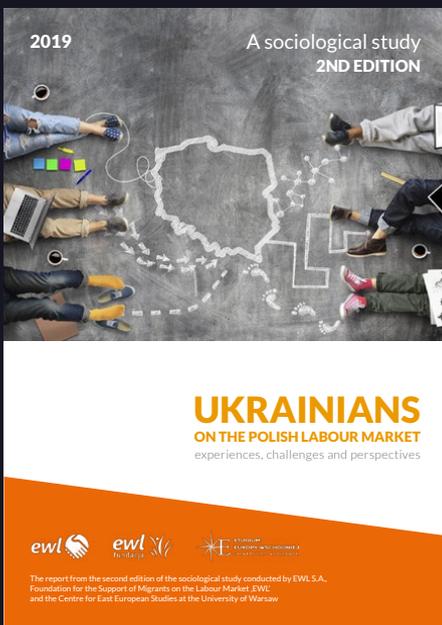
Raport z badania socjologicznego „Pracownik z zagranicy w Polsce podczas epidemii koronawirusa” przeprowadzonego przez EWL S.A., Fundacja Na Rzecz Wsparcia Migranów Na Rynku Pracy, EWL i Studium Europejskich Uniwersytetu Warszawskiego

'A FOREIGN EMPLOYEE in the pandemic'
May 2020



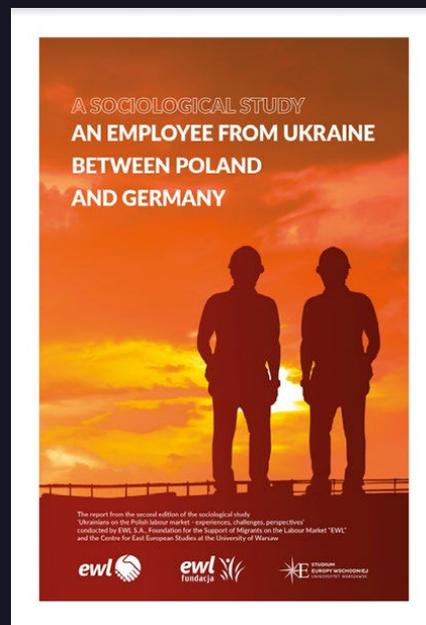
The report from the second edition of the sociological study 'Ukrainians on the Polish labour market: experiences, challenges and perspectives' conducted by EWL S.A., Foundation for the Support of Migrants on the Labour Market, EWL and the Centre for East European Studies at the University of Warsaw

'AN EMPLOYEE FROM UKRAINE wages in Poland'
December 2019



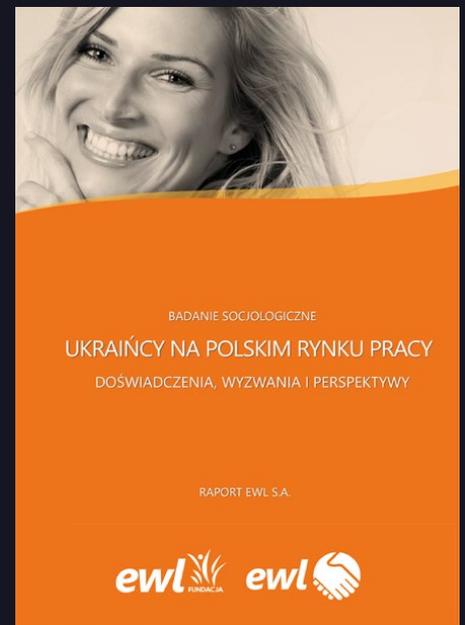
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'UKRAINIANS ON THE POLISH LABOUR MARKET experiences, challenges and perspectives. 2nd edition'
September 2019



The report from the second edition of the sociological study 'Ukrainians on the Polish labour market - experiences, challenges, perspectives' conducted by EWL S.A., Foundation for the Support of Migrants on the Labour Market, EWL and the Centre for East European Studies at the University of Warsaw

'AN EMPLOYEE FROM UKRAINE between Poland and Germany'
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'UKRAINIANS ON THE POLISH LABOUR MARKET experiences, challenges and perspectives'
August 2018

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