

2022

A SOCIOLOGICAL STUDY  
3RD EDITION

# REPORT ON CROSS-BORDER MOBILITY

## CITIZENS OF UKRAINE ON THE POLISH LABOUR MARKET



The report from the 3rd edition of the sociological study 'Citizens of Ukraine on the Polish Labour Market' conducted by the EWL Group, 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

**IRREVERSIBLE CHANGES  
IN CROSS-BORDER MOBILITY**

*For the eighth time I have the pleasure of presenting to you the report on the phenomenon of cross-border mobility and the situation of foreign workers in Poland. The analysis, which I am handing over to you, is the result of research conducted by the EWL Group experts in cooperation with the Centre for East European Studies at the University of Warsaw.*

*During the COVID-19 pandemic the outflow of foreigners from the Polish labour market was less noticeable due to the rather open migration policy adopted by the Polish government. It was mainly because of this liberal approach to cross-border mobility that foreigners who were staying in Poland at the time of the outbreak of the pandemic were able to benefit from the automatic extension of residence and work permits, which made it possible to bind them to the Polish labour market for longer.*

*Currently, in the face of global problems with the availability of workers, the phenomenon of cross-border mobility is of even greater significance. The competition for employees, not only available on the local market, but also beyond its borders, is growing. Poland's position as a first-choice destination country is extremely gratifying, but it is not given once and for all. It is worth remembering this when shaping employment policies on a corporate scale, and when drafting laws that directly affect the access of cross-border workers to the Polish labour market.*

*As employers, we should also focus our attention on the changing profile of workers from the East, who know their worth and, speaking Polish better and better, have higher professional aspirations.*

*I believe that the analysis of this report will help Polish employers better prepare for the changes that await us in the coming years, and will make decision-makers aware of the importance of the efficient implementation of legal mechanisms allowing for an easier legalization of residence and employment of foreigners in Poland.*

*I invite you to read the latest study.*

**JAN MALICKI, DR H.C.**

Director of the Centre for East European Studies at the University of Warsaw

**UKRAINIAN CITIZENS IN POLAND AT THE CENTRE  
OF INTEREST OF POLISH RESEARCHERS**

*For several years now, the Centre for East European Studies at the University of Warsaw has had the pleasure of co-creating, together with experts from the EWL Group, an extremely important research project, whose main objective is to capture as accurately as possible the changes occurring on the cross-border labour market in terms of the profile of foreign workers, their region of origin, their level of education, knowledge of Polish, as well as expectations towards employers and factors that determine the difficult decision on relocating.*

*The latest study is the continuation of the scientific research of the Centre, among which a special place is held by field studies conducted in Ukraine at the end of 2004 during the Orange Revolution that was triggered by electoral fraud. The research was repeated a year later in various regions of Ukraine, and in 2007 in Kiev. A similar study was also conducted in 2013 during the Revolution of Dignity (the Euromaidan). It is also worth mentioning a survey conducted in Polish schools in Ukraine in 2014 and a survey conducted a year later among holders of the Pole's Card.*

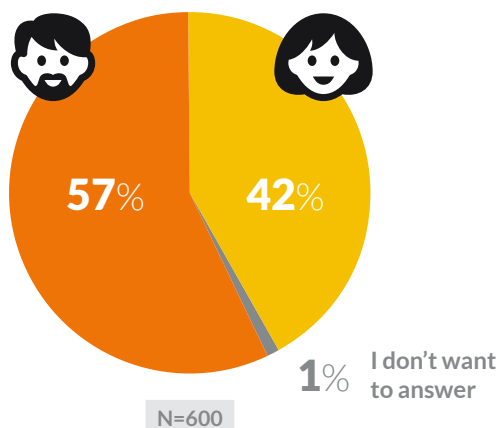
*The current economic and financial situation, which is influenced by both, the ongoing COVID-19 pandemic and the demographic changes in European countries, makes it even more important to find answers to the questions: 'What aspects are important to foreigners when choosing a country of migration?' and 'What can we do, what steps should be taken to maintain and even strengthen the position of Poland as their first-choice destination?'*

*I am sure that the results of our study will allow you to see the changing perspective of the citizens of eastern European countries – their growing aspirations, professional opportunities, readiness to take up challenges and acquire new qualifications in a changing, digitalized world.*

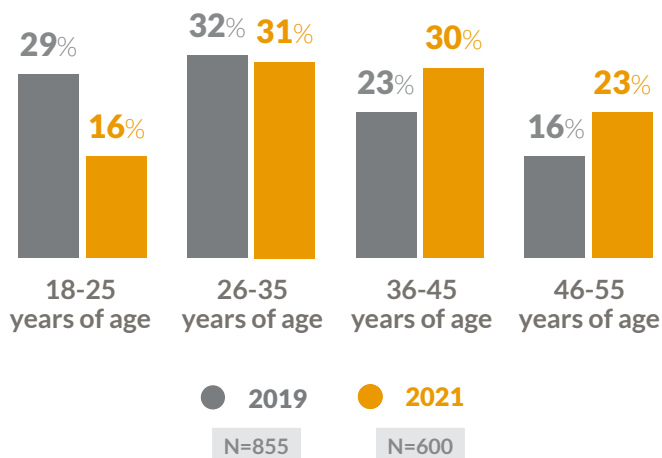
*Enjoy your read.*

# RESPONDENT PROFILE: AGE, GENDER AND REGION OF RESIDENCE

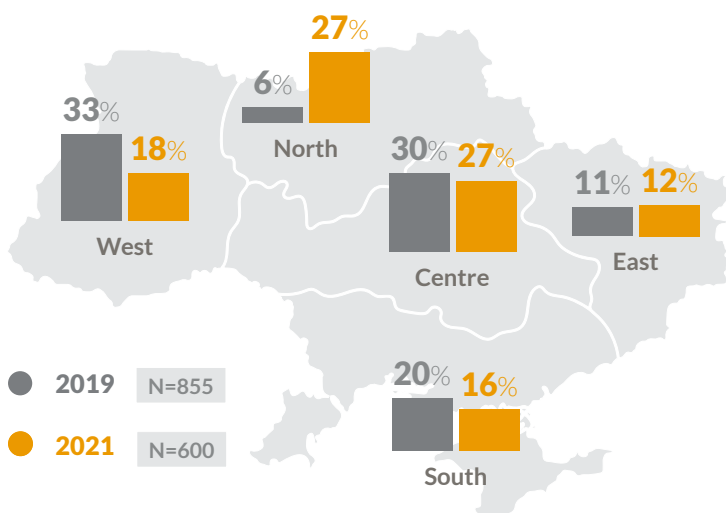
Gender



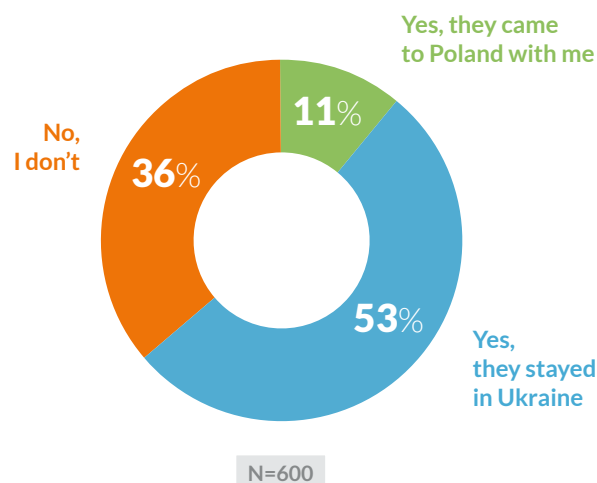
Age



Region of residence in Ukraine



Do you have children?



Analysing the respondent profile in terms of demographic data, it is worth pointing out that the gender structure of the respondents taking part in the survey in December 2021 is similar to the results from May 2019. Among those currently working, 57% are men, which represents an increase of 5 percentage points compared to 2019. This may be due to the fact that currently a very high demand for foreign workers is reported by the construction industry, where mainly men are employed, with a simultaneous limited demand for workers in the hospitality and catering industry.

The largest group of migrants from Ukraine are 26-45 years old, 61%. The activity of this age group on the Polish labour market is constantly increasing. In 2019, this group accounted for 55% of all respondents. However, the

percentage of the youngest foreign workers (18-25 years of age) decreased by 13 percentage points compared to two years ago. It seems worth noting that every ninth employee from Ukraine has come to Poland together with their children.

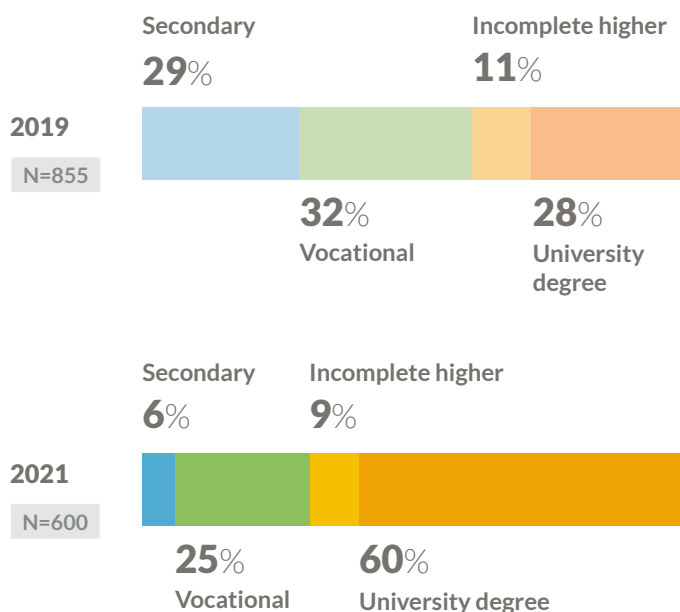
The citizens of Ukraine who have decided to work in Poland come from different regions of their country. In the last two years there has been a significant increase in the share of employees coming from the north of Ukraine with a decrease in the share of workers from the western regions of the country, which have ceased to play a dominant role in the structure of origin of workers from the East. Cross-border migration in Ukraine is becoming less dependent on the region of origin.

The vast majority of migrants (69%) have a university degree or incomplete higher education. The share of best-educated workers from the East has increased by 30 percentage points compared to 2019. This may be due to the fact that there is an increase in the total number of cross-border workers of people over the age of 26 and the Polish market is opening up to foreign specialists, employing them not only for simple jobs in industry and logistics, but also as qualified professionals and specialists, e.g., in the automotive or IT sector.

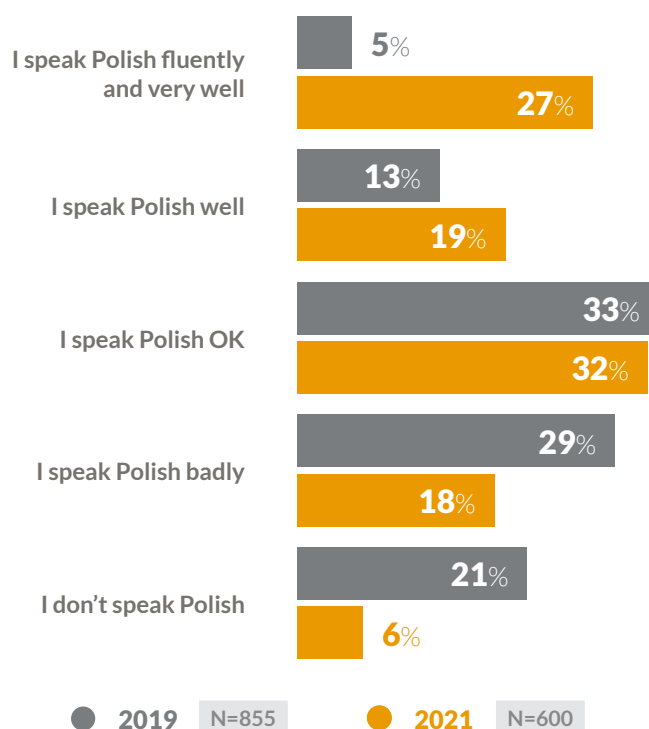
The language competences of cross-border workers have also increased in the last two years. Already 46% of them declare good or very good knowledge of Polish. This can be explained by the fact that the phenomenon of migration in Ukraine has become more established and many participants of the study are probably 'returning workers', i.e., people who regularly migrate to Poland for economic purposes.

It should also be noted that 24% of Ukrainian citizens working in Poland declare to be of Polish origin.

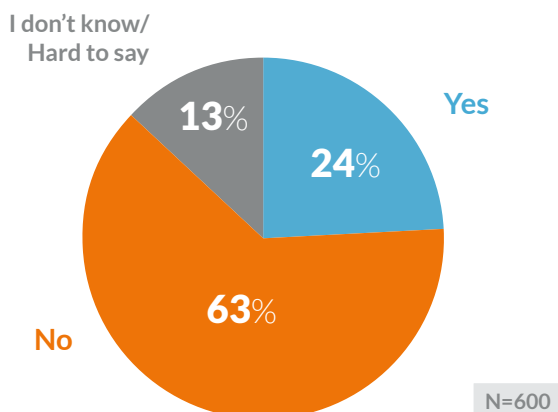
## Education



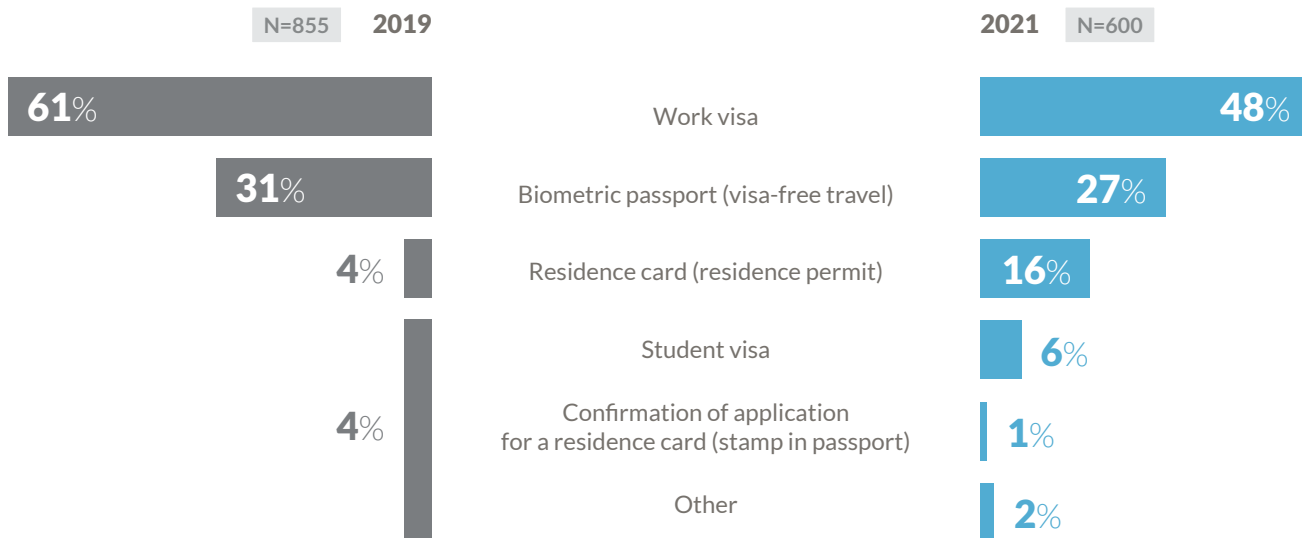
## How would you rate your knowledge of Polish?



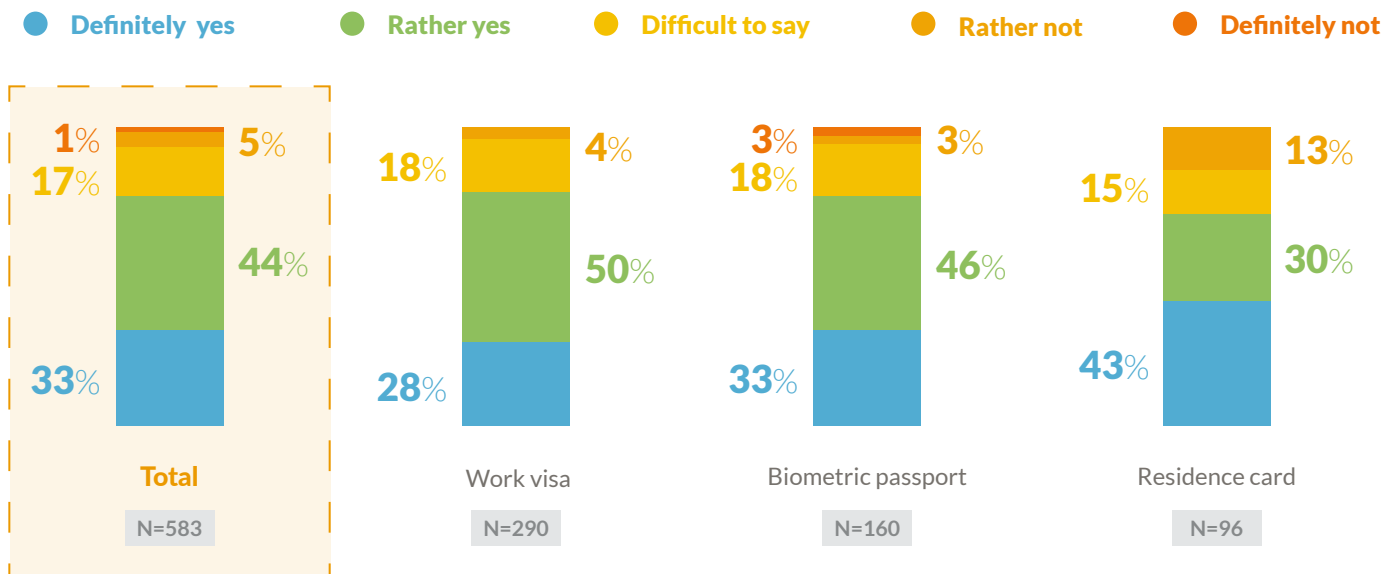
## Are you of Polish origin?



## On the basis of which document are you staying in Poland?



## Would you recommend this type of residence permit to your relatives and friends?



Most often cross-border workers legalize their stay in Poland on the basis of a work visa. Both, from the perspective of the employer and the employee who comes to Poland for the first time, this document is the most desirable. Firstly, it gives the necessary time to implement new responsibilities, minimises the scope of formalities and it also allows to complete documents for a possible extension of the foreigner's stay in Poland.

Compared to the 2019 study, the number of respondents who hold residence permits in Poland increased. This means that more and more employees are tying themselves to Polish employers for longer.

In addition, the increase in the share of people with residence cards as well as student visas, partly explains the growing self-assessment of good knowledge of Polish.

The least recommendable way of legalizing stay in Poland is to enter the country under the visa-free regime. This might be due to the very short period of possible stay in Poland (up to 90 days).

In turn, cross-border workers holding residence cards are the most satisfied with the possibilities offered by this document and would definitely recommend it to their relatives.

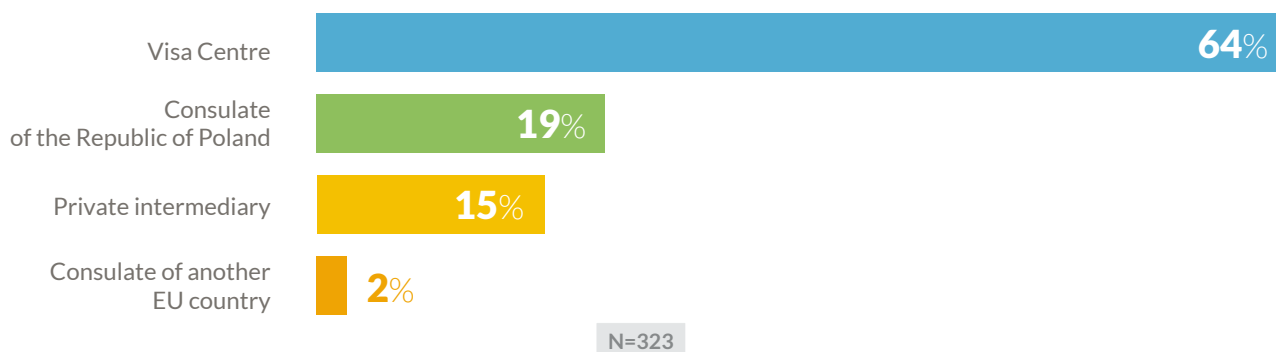


When applying for a visa, cross-border workers most often go to a visa centre (64%). Only one in five respondents possessing a visa obtained it directly at the Consulate of the Republic of Poland. This may be due to the fact that the waiting time for a visa to be issued by a Consulate is

slightly longer via a visa application centre. The largest group of respondents, nearly 2/3, obtained a visa in less than 4 weeks, and every fourth respondent received the document within 2 weeks.

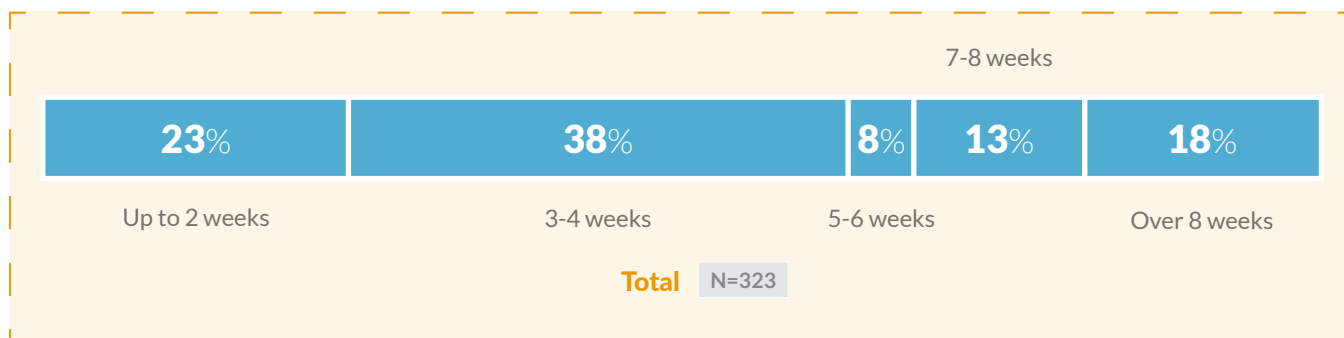
## Where did you apply for a visa permitting your current employment in Poland?

(among those residing in Poland on the basis of a visa)

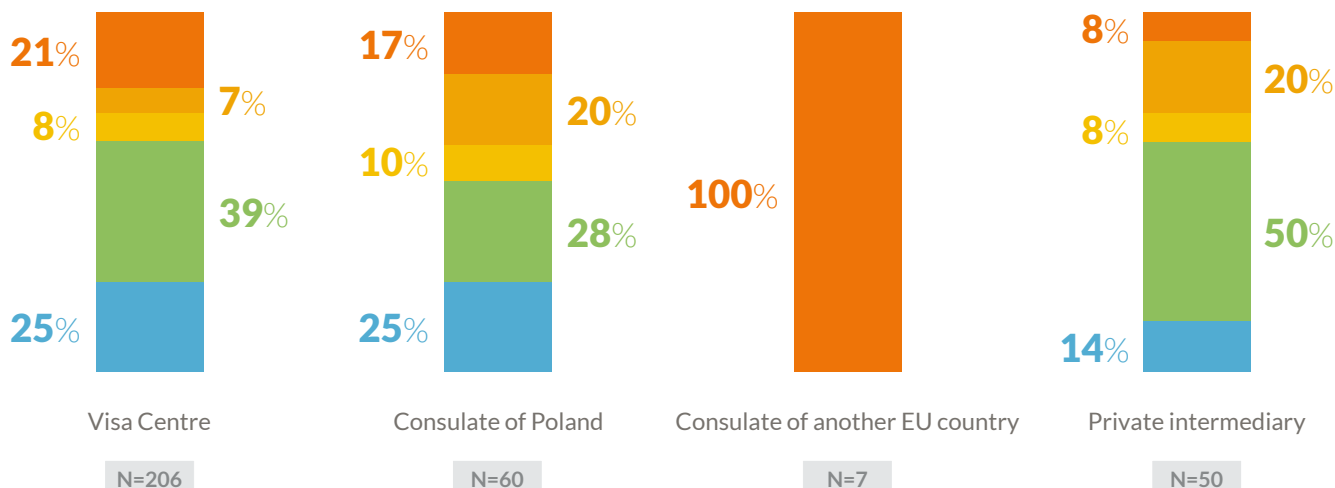


## How long did it take from the time you applied for the visa until the visa was issued?

(among those residing in Poland on the basis of a visa)

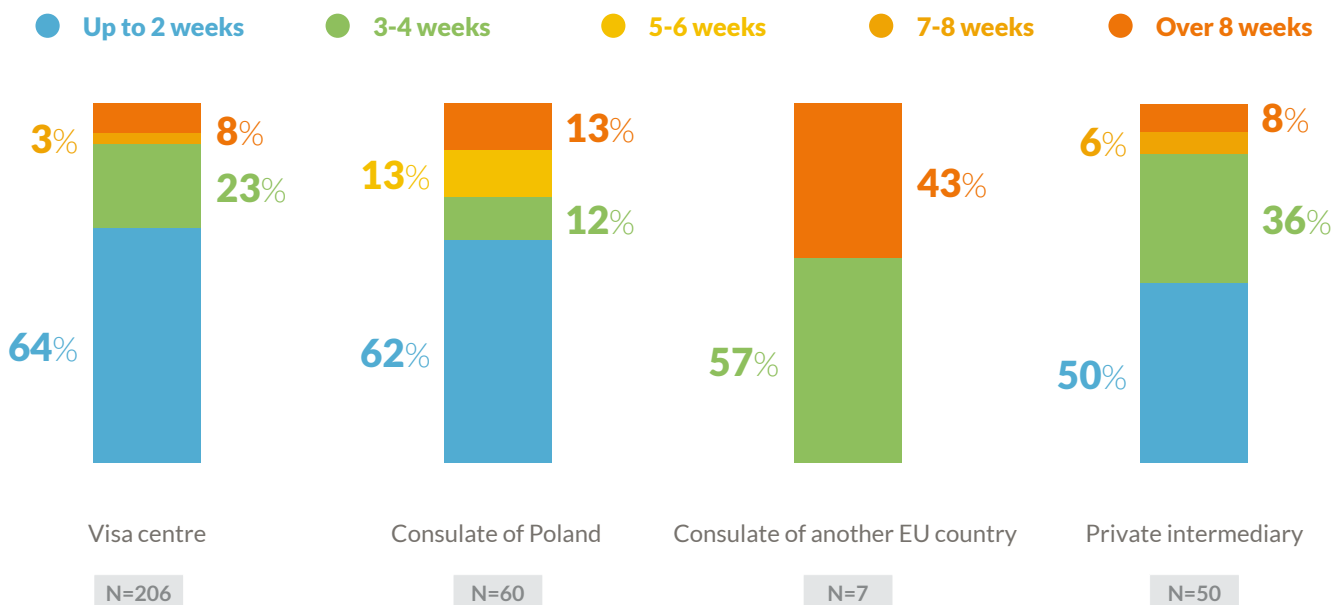
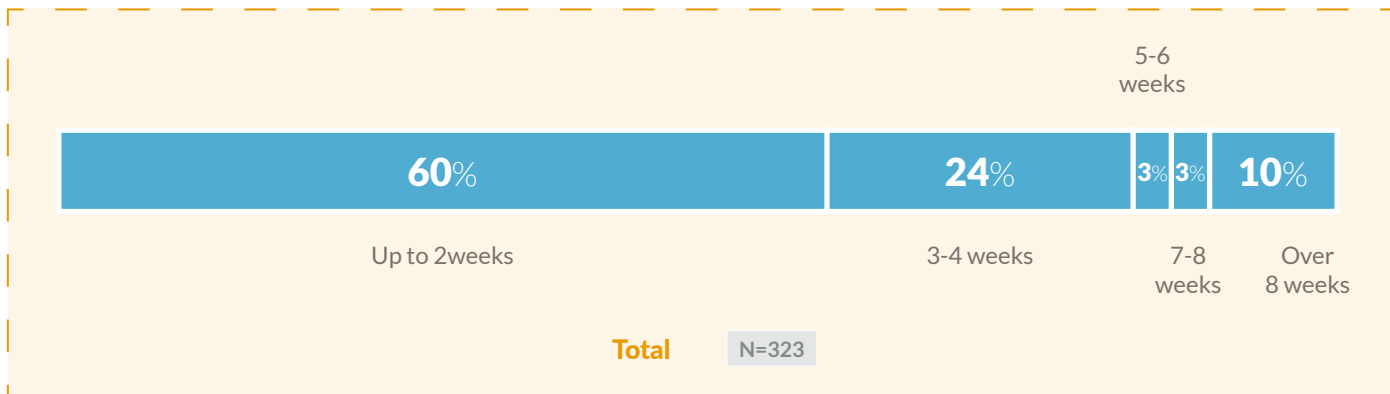


● Up to 2 weeks ● 3-4 weeks ● 5-6 weeks ● 7-8 weeks ● Over 8 weeks



## How long did it take from the time you signed up for an appointment to the time you submitted your visa application?

(among those residing in Poland on the basis of a visa)



Before a potential worker applies for a visa, they should still sign up for an appointment and wait for it. According to the results of the study, it usually takes up to 2 weeks from the moment of enrolment in the electronic queuing system to submitting an application for a visa (about 2/3 of the respondents).

For employers it means that the waiting time for an employee from Ukraine to enter Poland on the basis of a visa, counted from the moment of taking the decision about accepting the offer of a Polish employer to the moment of arrival of the employee, varies from 4 weeks to even 2-3 months.

This is a huge challenge for the developing Polish economy, especially considering the fact that employers usually need employees 'here and now'.

Staff shortages may cause problems with the continuity of production and result in the inability to accept new orders, and, as a consequence, may become a real problem for maintaining market competitiveness of Polish enterprises.

The economic revival makes the struggle for employees, not only in the European but also worldwide dimension, more and more acute. Eastern European candidates are being sought not only by our closest neighbours - Germany and the Czech Republic, but also Canada.

On the other hand, such a long period of waiting to obtain a visa deactivates potential employees and gives them time to look for work in other parts of Europe.



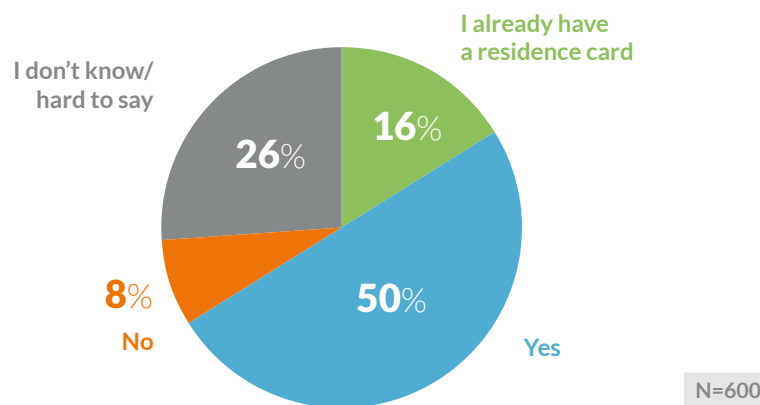
The residence card allows you to travel freely within the Schengen area, it also entitles you to multiple border crossings with Ukraine without presenting any additional documents. Perhaps that is why every second respondent is planning to apply for a residence permit in the nearest future, and every fourth respondent has not made the decision on this issue yet.

This is also good news for Polish companies, which need cross-border workers ready to stay with the employer for a longer period. Staff turnover is problematic and costly. It requires the involvement of experienced workers in training newcomers. It also means lower productivity during the introduction period. Employees who decide to

stay in Poland for a longer period do not only represent an added value for a particular company, but also increase the economic potential on a national scale, e.g. through the decision to relocate the whole family or the desire to develop their professional skills and qualifications.

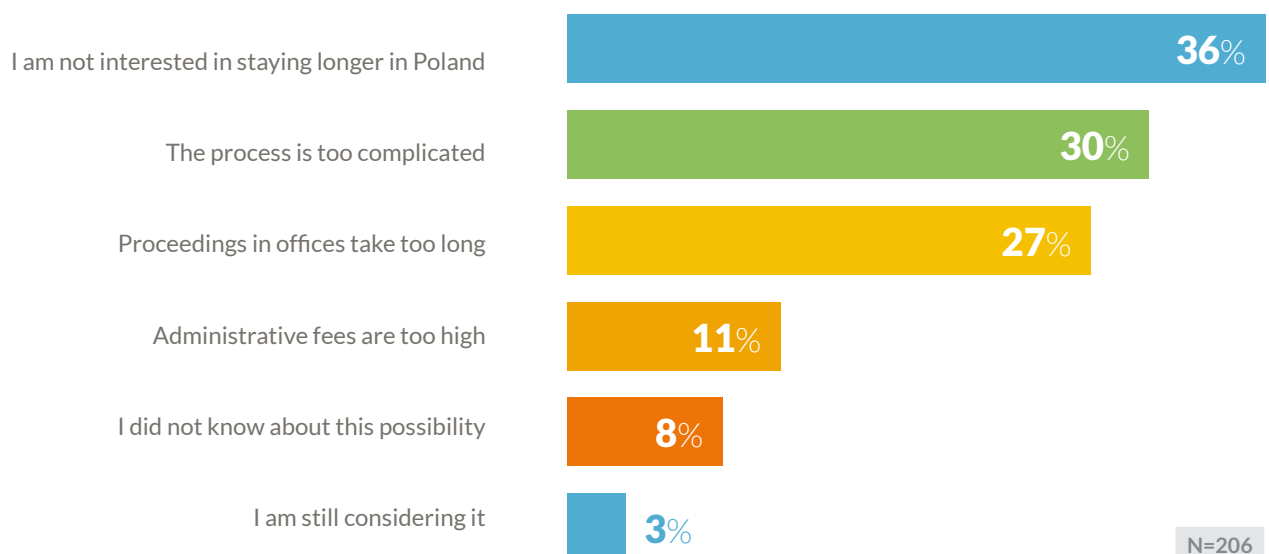
Among the respondents who do not want to apply for a residence permit, as many as 30% point to the much too complicated process and 27% believe that the time needed to process an application by voivodeship offices is too long. It is worth noting here that during the period of waiting for the decision, an employee can neither leave nor return to Poland. Every third respondent is not interested in a longer stay in Poland.

## Are you planning to apply for a temporary or permanent residence permit in Poland (residence card)?

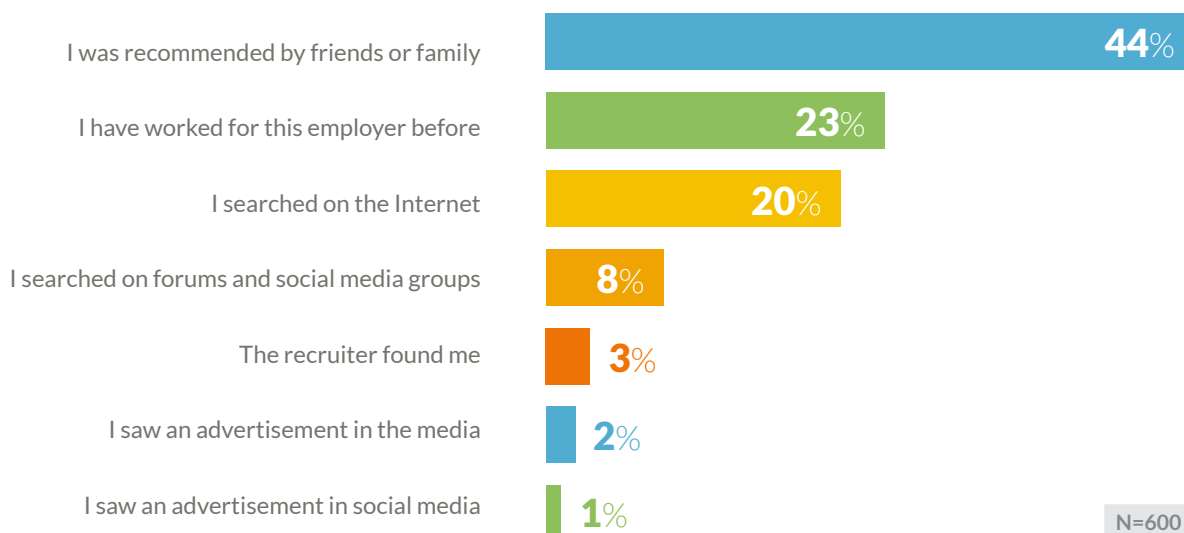


## Why are you not planning to apply for a temporary or permanent residence card in Poland?

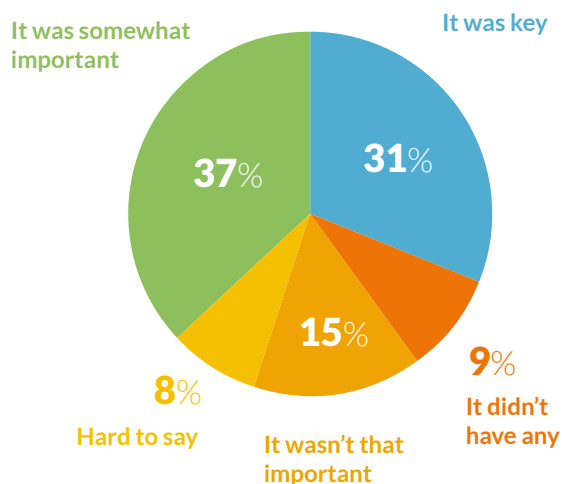
(among those not planning to apply for a residence permit, multiple responses possible)



## How did you find your current job in Poland?



## What influence has Poland's membership in the EU had on your choice of Poland as a country of employment?



## At which stage of your employment in Poland did you receive detailed information about terms and conditions of employment?



Cross-border workers from Ukraine most often come to our country thanks to recommendations of family and friends (44%). Almost every fourth person returned to the same employer. In this context, the level of care for foreign workers who come to work in Poland for the first time is of even greater importance. Satisfied employees will not only return, but also recommend Polish employers to their relatives.

When recruiting foreign workers, one of the most important issues which directly translates to the staff turnover is to properly inform the candidates about

detailed working conditions before they arrive in Poland. According to the results of the study, only more than half of the respondents received such information, and almost every fifth employee learned about the terms of work and their wages only after signing the contract.

Such behaviour of employers may not only result in increased staff turnover during the first period of employment, but also have a holistic impact on the labour market, in which the cross-border worker will lose confidence.

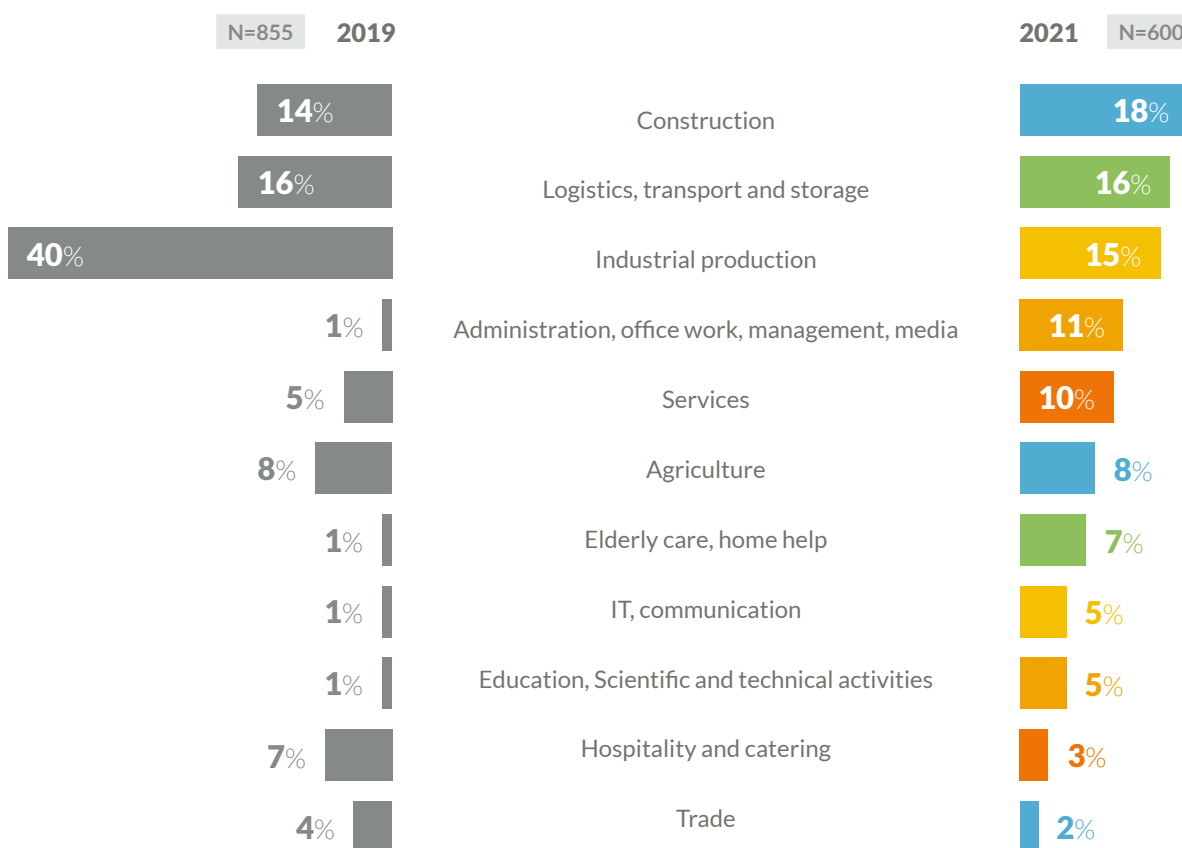
The coronavirus pandemic has changed the labour market and consequently the industries where cross-border workers find employment. Compared to May 2019, the employment of foreigners in industrial production decreased, which is undoubtedly influenced by a lower demand in the automotive sector. The number of foreign workers working in the hospitality industry fell twofold due to the restrictions and limitations put in place to prevent the spread of COVID-19.

The construction sector, on the other hand, has seen increases. It is also worth noting that more and more

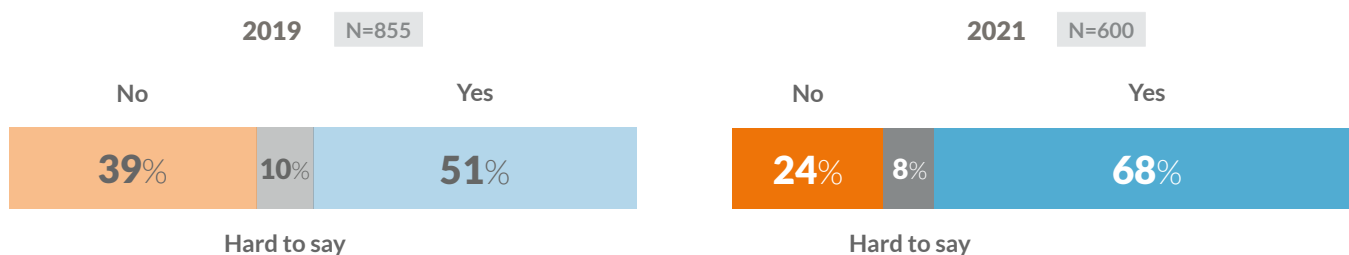
respondents found employment as the so-called white collars - working in administration and offices or providing IT services.

More than 2/3 of the respondents declare that they work in line with their qualifications. This represents an increase by 17 percentage points. This indicator together with the increase in the number of employees in administrative and office positions leads to the conclusion that the market has opened up to specialists from abroad, and cross-border workers from Ukraine have increasingly higher professional aspirations.

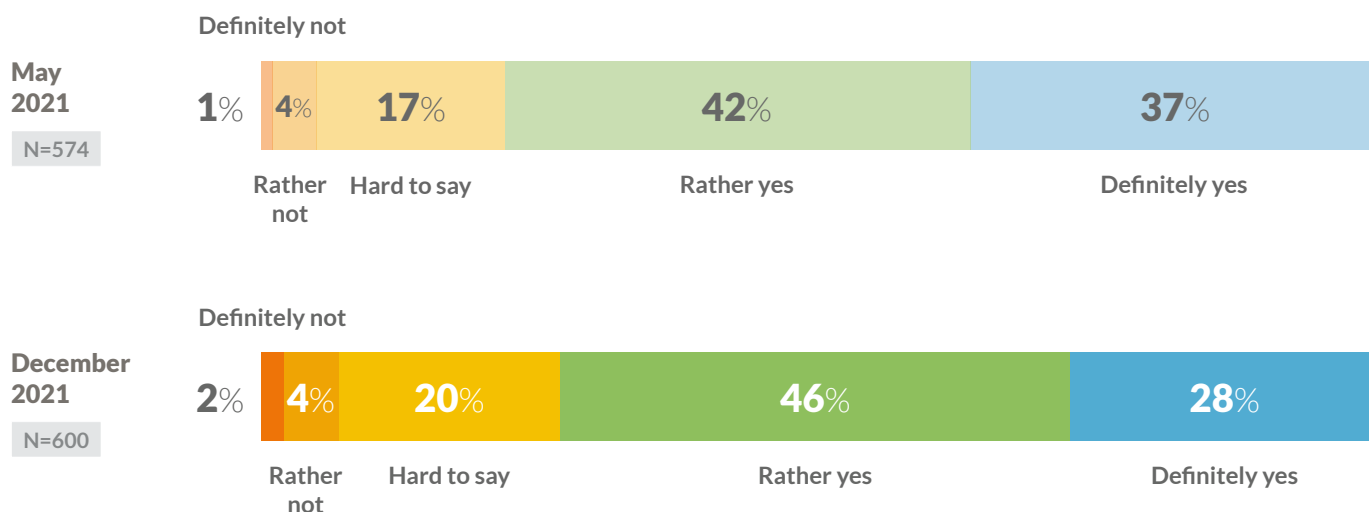
## Employment sector in Poland



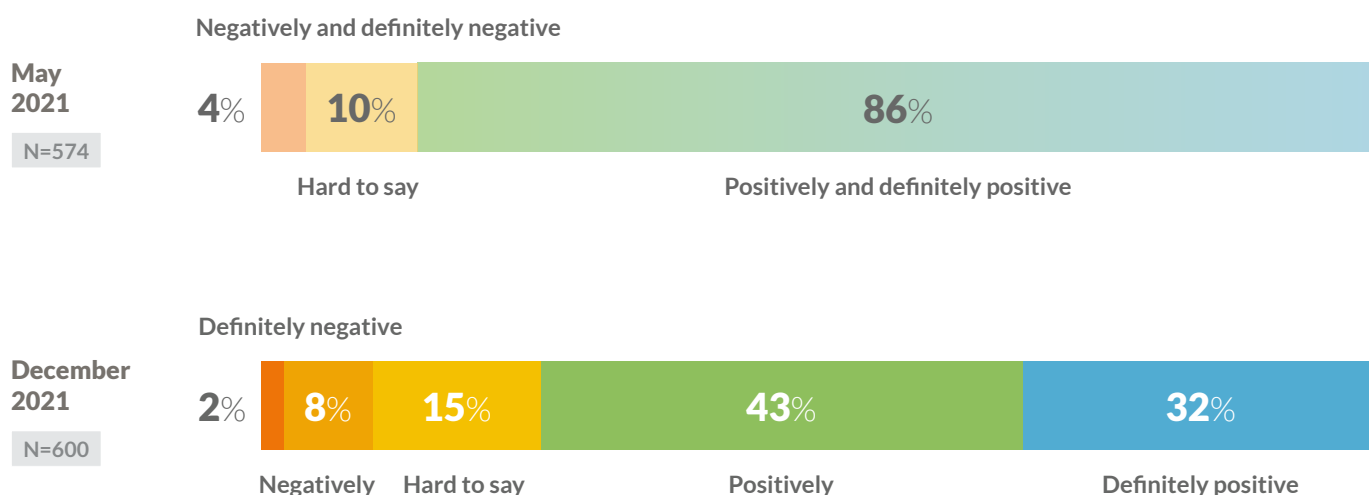
## Does your current job in Poland correspond to your qualifications?



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



## How would you rate your decision to work in Poland?



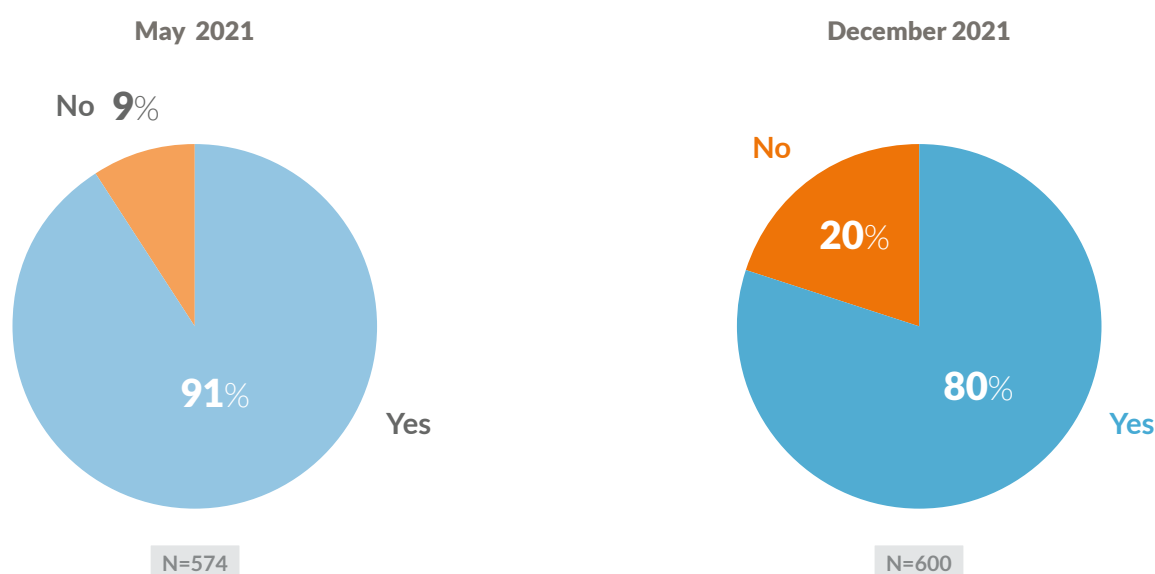
Respondent satisfaction with work in Poland is on a slight decline, although it still remains very high. While in May 2021, 86% of the respondents described their decision to take up employment in Poland as positive, in December 2021 this number fell by 11 percentage points. The willingness to recommend work in Poland to friends has also decreased slightly - 74% are ready to recommend employment in Poland. This decline may be a result of the restrictions introduced due to the COVID-19 pandemic and the more and more widely discussed possibilities of travelling to other Western European countries.

Still, despite temporary problems in several sectors (e.g., last year's shutdowns in the automotive industry or decreases in employment in the hospitality industry), the vast majority of cross-border employees are satisfied with their work in Poland. Poland passed the test during the pandemic, not only thanks to special solutions introduced for foreigners staying and working in Poland, but also thanks to the huge commitment of specialised employment agencies, which, having a diversified portfolio of business partners, were able to provide work to those foreigners who lost their main source of income due to the pandemic.

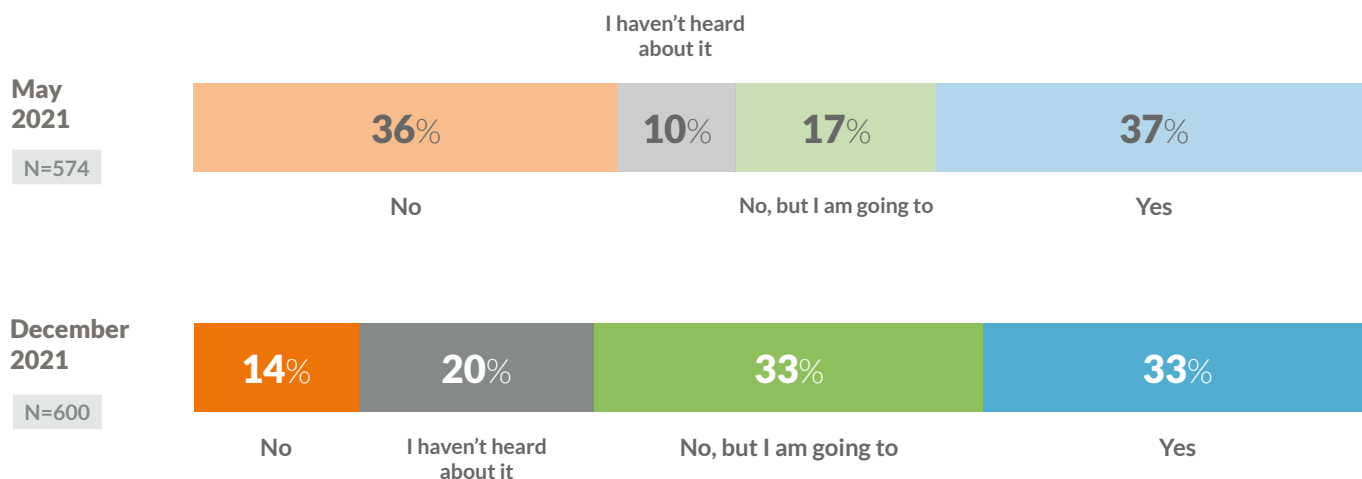
Special solutions introduced in relation to the COVID-19 pandemic on the possibility of extending legal residence and employment in Poland for foreigners resulted in the fact that many cross-border workers who would have had to leave Poland decided to stay. Among those surveyed in December 2021, 33% have already taken advantage of the automatic extension of documents, and another 33% intend to use it soon. This is an increase of 12 percentage points from the May 21 study. However, it is worrying

that fewer and fewer employees are aware of the special solutions. This may be caused by the fact that many new employees have not yet been confronted with the need to extend their stay in Poland or they were waiting for the entry into force of the amendment to the Act on foreigners, thanks to which they gain the possibility of working and staying longer in Poland without the need to maintain the so-called 'corridor' between subsequent stays in Poland on the basis of declarations on entrusting work to a foreigner.

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

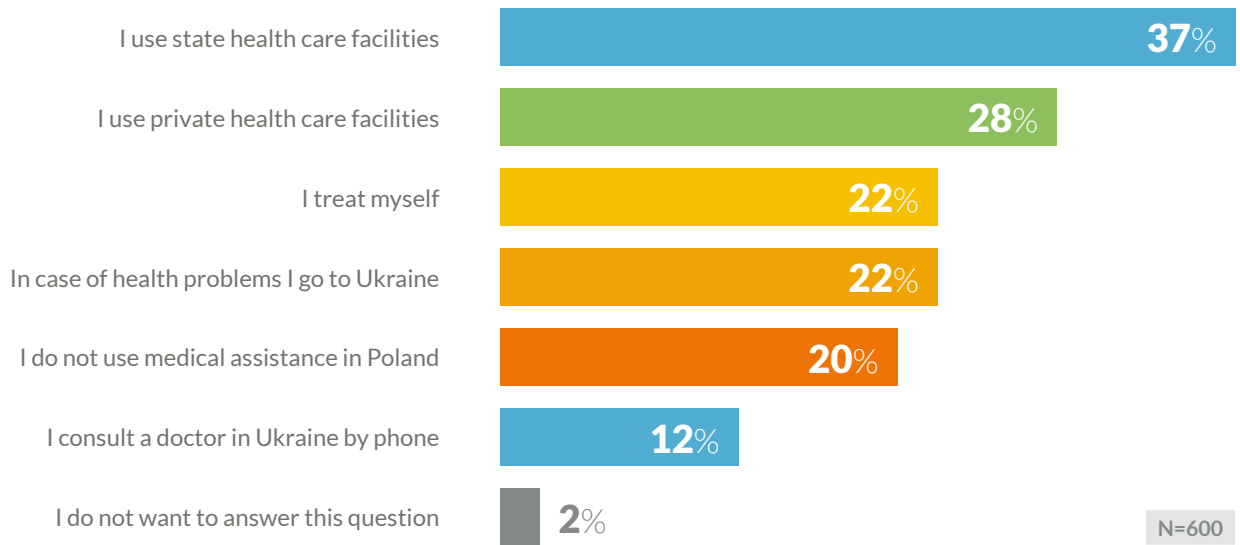


## Have you benefited from the automatic extension of residence and work permits in Poland proposed by the Polish government?

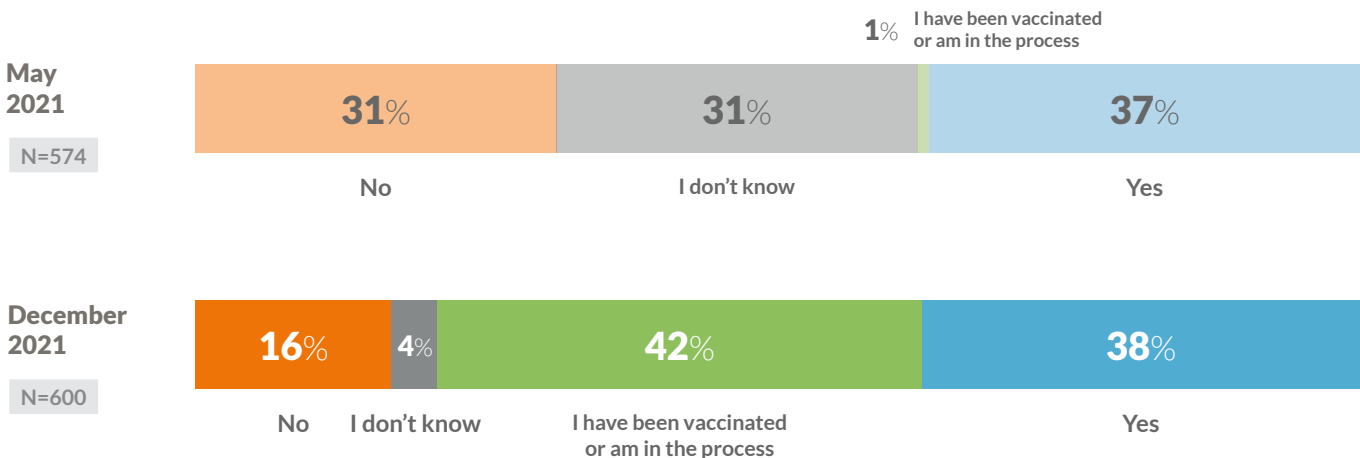


## How do you usually use medical care in Poland?

(multiple responses allowed)



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



Most respondents use medical care in Poland. Cross-border workers mainly use state health care facilities, but also take advantage of private care provided by the employer. It is in the best interest of employers to inform their employees about the possibility of using medical care in Poland. This will not only increase the employee's sense of security, but also stop their need to go to Ukraine in case of health problems. Currently, every fifth Ukrainian citizen does not use medical care in Poland and travels to their home country for this purpose, and as many as 22% treat themselves.

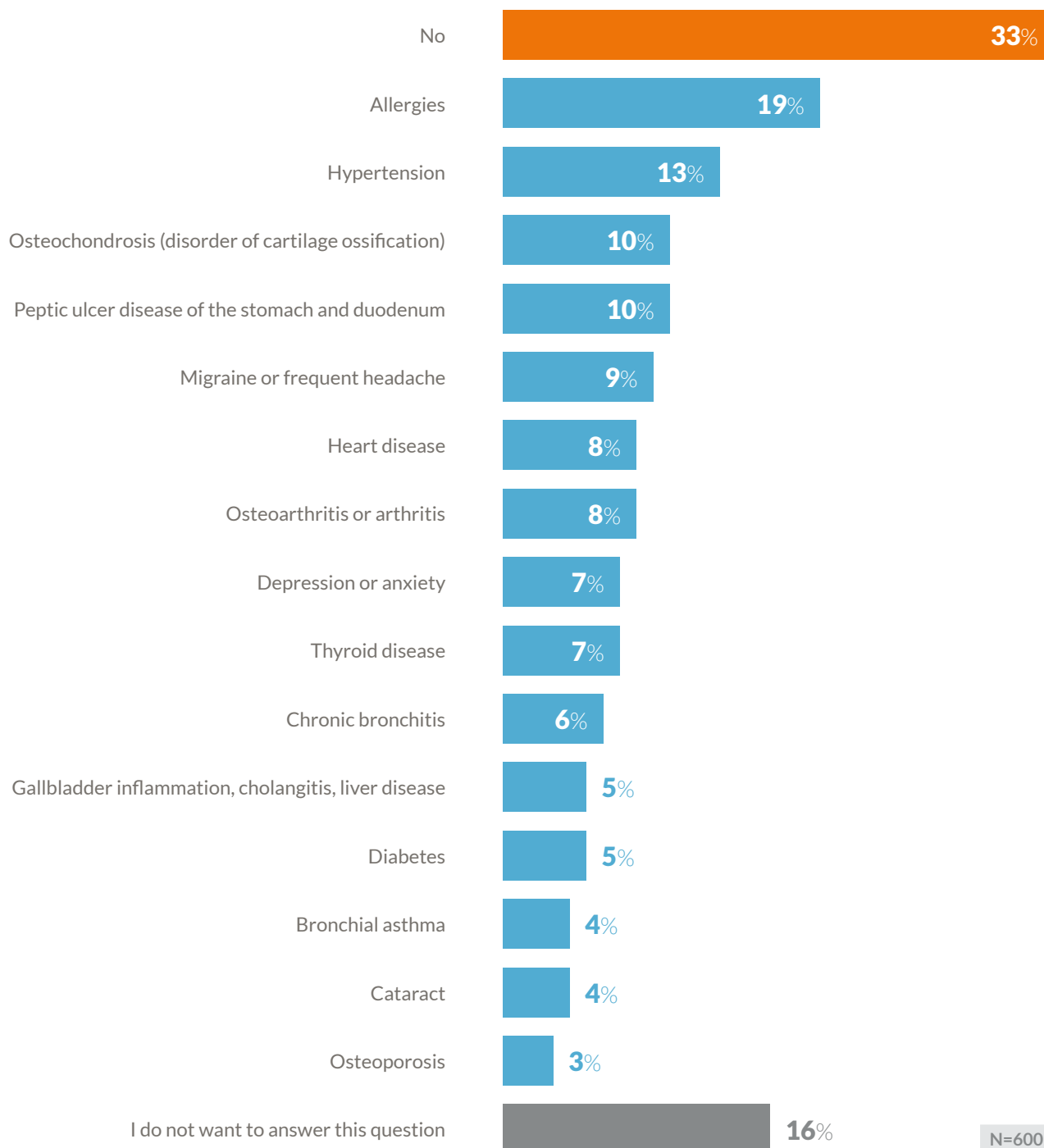
Campaigns promoting vaccination against COVID-19, conducted not only by the government and the media, but also individual employers, have resulted in a significant increase in the percentage of vaccinated Ukrainian citizens working in Poland. In May 2021 it was only 1%, while in December 2021 it was already 42%. In addition, the willingness to be vaccinated in Poland is declared by 38% of the respondents. The number of employees from Ukraine who do not want to be vaccinated against the coronavirus in Poland has also significantly decreased, from 31% to 17%.

Every third Ukrainian citizen employed in Poland does not suffer from chronic diseases and 16% do not want to answer the question about their health. This may mean that about half of the employees may have a long-term illness. The most common problems are allergies (19% of the respondents), hypertension (13%), osteochondrosis

(10%) and peptic ulcer disease (10%). Making cross-border workers aware that they have the possibility to undertake treatment in Poland and support them during the stage of searching for an appropriate medical facility should become one of the key elements of care for employees on the part of employers.

### Do you suffer from a diagnosed chronic illness?

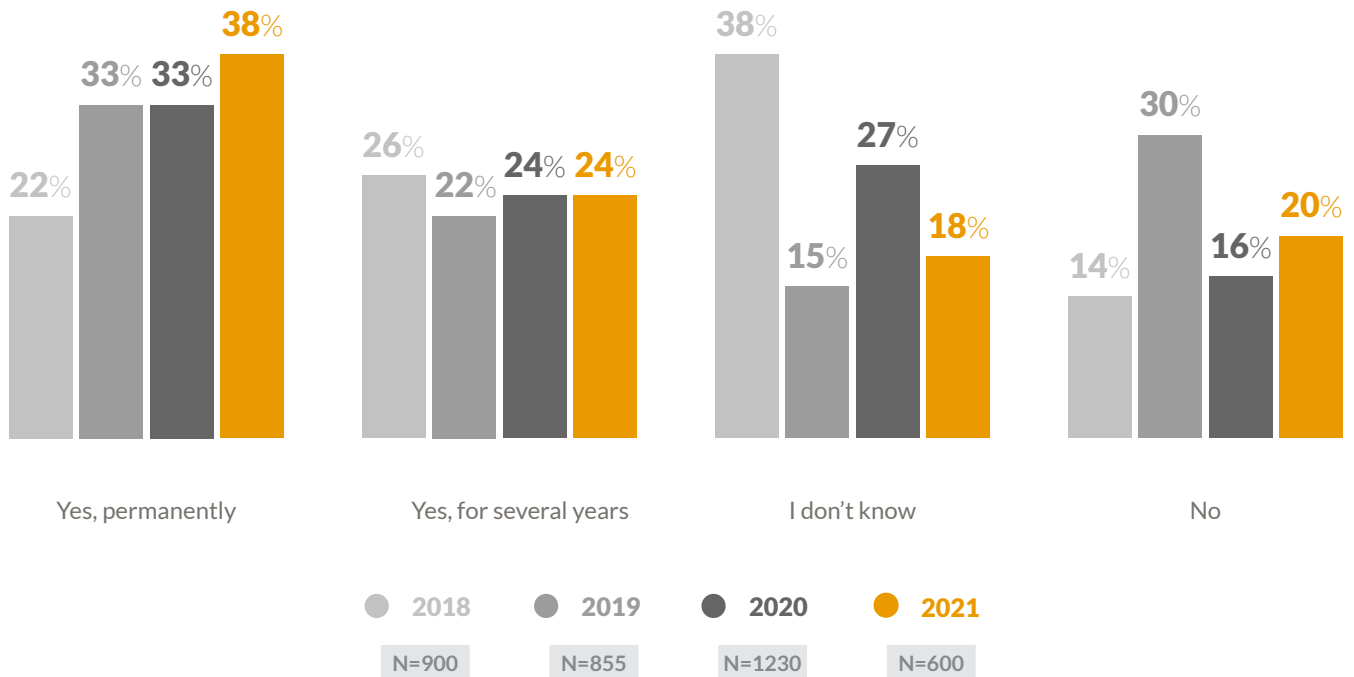
(multiple responses allowed)



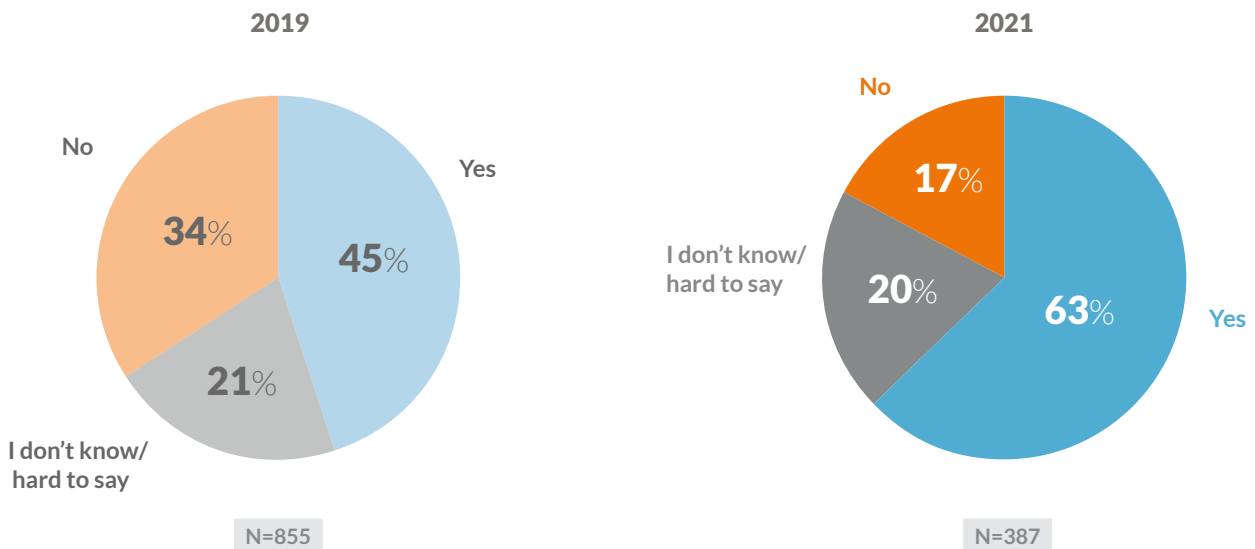


Would you like to move to Poland?

(comparison 2018-2019-2020-2021)



Would you like your children to live permanently in Poland?



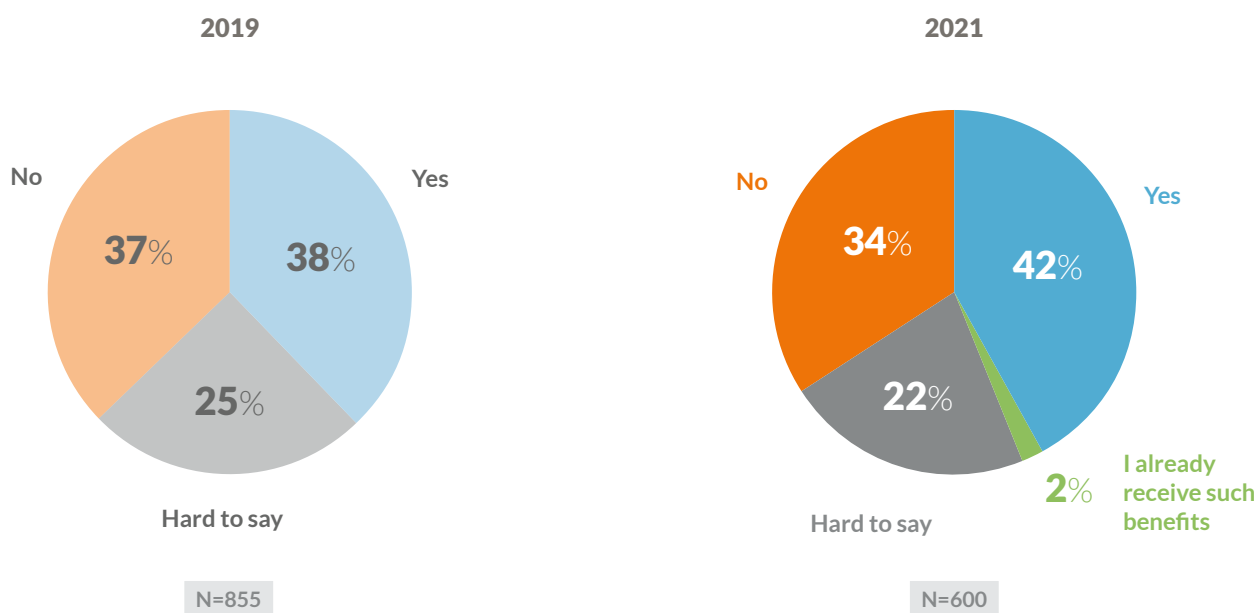
Since 2018, there has been a steady increase in the number of cross-border workers who express their readiness to relocate to Poland for longer. Among those surveyed in December 2021, more than 38% would like to settle in Poland for a period of more than 10 years. Despite the rising standards of living in Ukraine (especially in western Ukraine salaries increased significantly in Q4 of last year),

as well as the growing possibilities of migration to other Western European countries, Poland is still a popular place to live. Undoubtedly, a significant role in this respect is played by the cultural and linguistic proximity, as well as liberal migration laws and a large Ukrainian community in Poland.

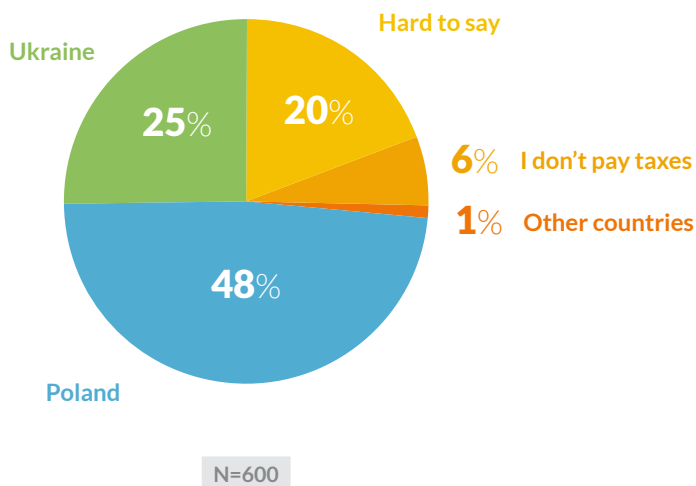
Analysing the results of the study, one can state that there is a growing awareness of the possibility of obtaining the right to pension benefits in Poland. The number of respondents who want to receive a retirement pension for work done in Poland increased by 4 percentage points. Furthermore, 2% of the respondents already receive such a benefit.

Ukrainian citizens working in Poland are willing to pay taxes, as expressed by almost half of the surveyed. Every fourth employee prefers to settle accounts in Ukraine, which probably results from the fact that in such a case the level of remuneration in the net amount received for work in Poland is higher. About 6% of the respondents admit that they do not pay taxes in any country.

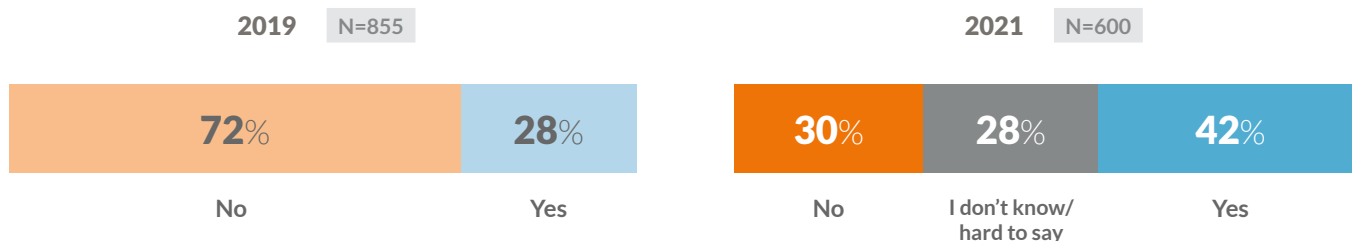
Are you counting on collecting Polish pension benefits?



Where would you like to pay taxes while working in Poland?

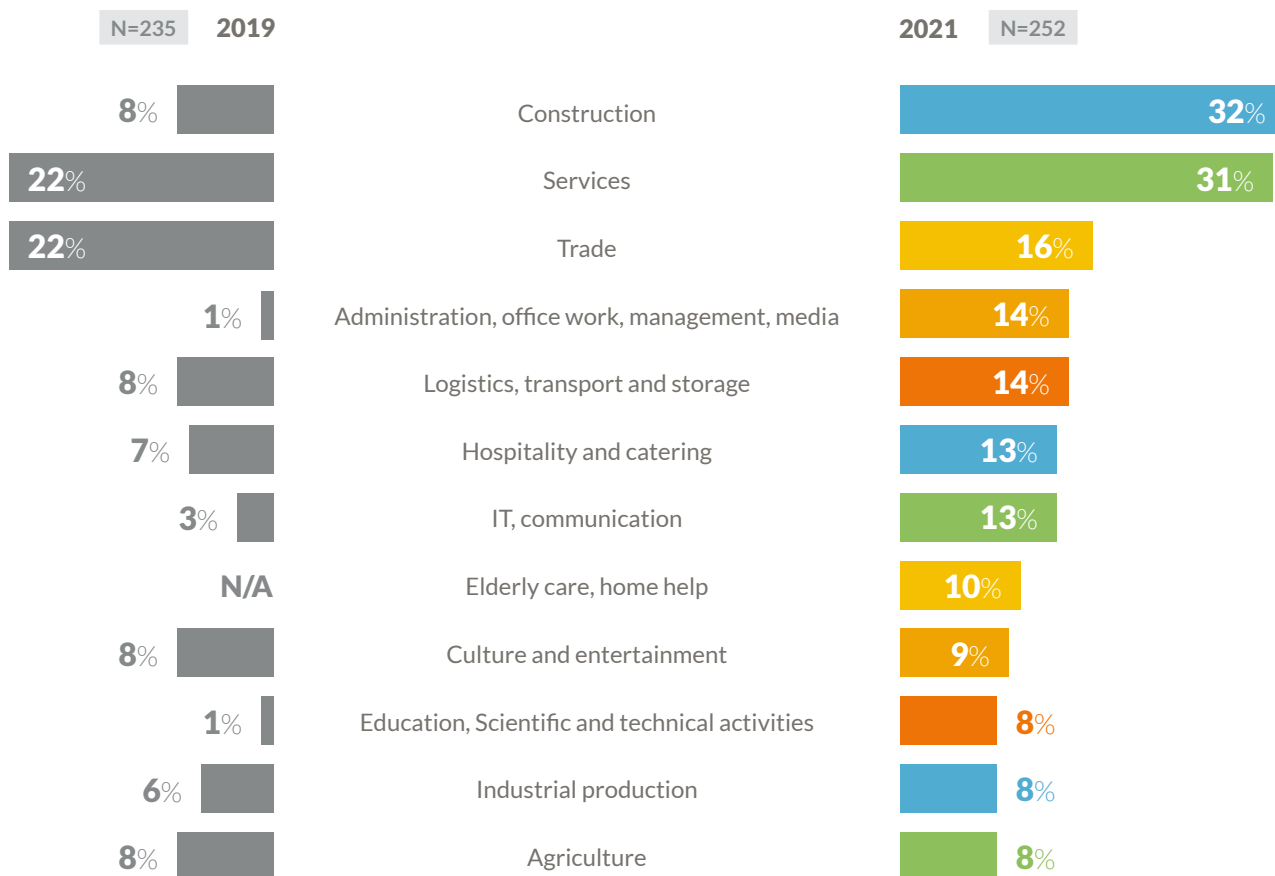


## Are you considering opening your own business (economic activity) in Poland?



## In which industry are you considering opening your own business in Poland?

(among those who are considering opening a business, multiple responses possible)



The increased awareness of cross-border employees, their higher level of language competence and education result in a heightened interest in starting business activity on the territory of Poland. Readiness to open their own business in Poland is declared by 42% of the participants of the December study compared to less than 30% in May 2019. Currently, the largest group see their future in business activities related to construction (32%), there has also been an increase of 10 percentage points in the registration of

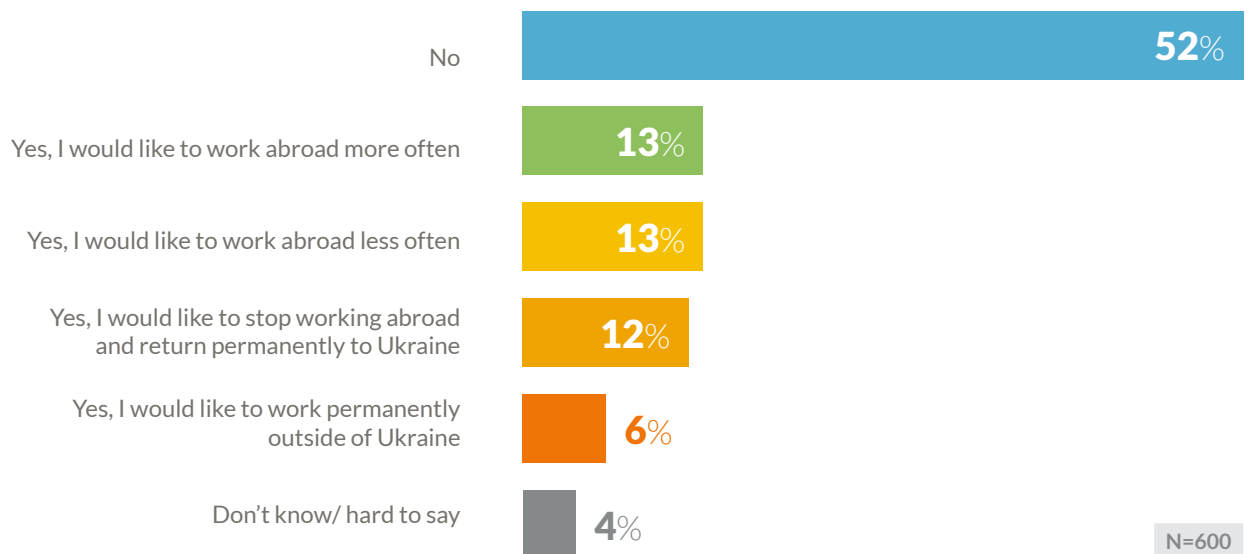
companies in the IT sector. The shortage of healthcare staff and the willingness of Ukrainian workers to take up employment as caretakers of the elderly or home helpers result in 10% of the respondents wanting to open their own business in this sector. Changes in preferences concerning the profile of one's own business were undoubtedly influenced by the coronavirus pandemic. There has been a significant drop in interest in opening one's own business related to hospitality and catering.

For most respondents, the pandemic did not influence their plans to continue working abroad. However, 13% of the respondents would like to work outside of Ukraine more often - seeing this as an opportunity to improve their standard of living as well as their health safety. Still, 13% would prefer to go outside their country less often, which may be related to the restrictions and difficulties in crossing borders caused by the COVID-19 pandemic.

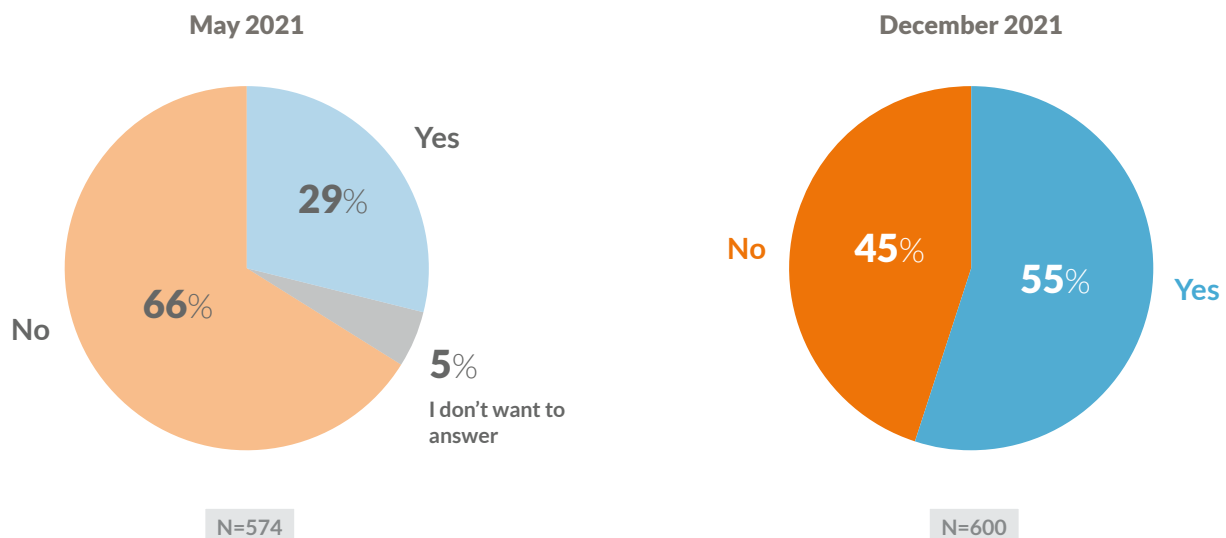
Polish employers may be concerned by the fact that an increasing number of cross-border workers are looking

for employment outside of Poland. Already more than half of those surveyed admit that they are considering the possibility of working in another country. This percentage has increased significantly compared to the results of May 2021, when less than 30% of the respondents were looking for work elsewhere. This may be due to the gradual loosening of restrictions, ending lockdowns in some European economies and the global scramble for workers, manifested by the ever-increasing demand for cross-border workers and the facilitation of entry for non-EU foreigners announced by individual governments.

Has the coronavirus pandemic changed your attitude towards working abroad?

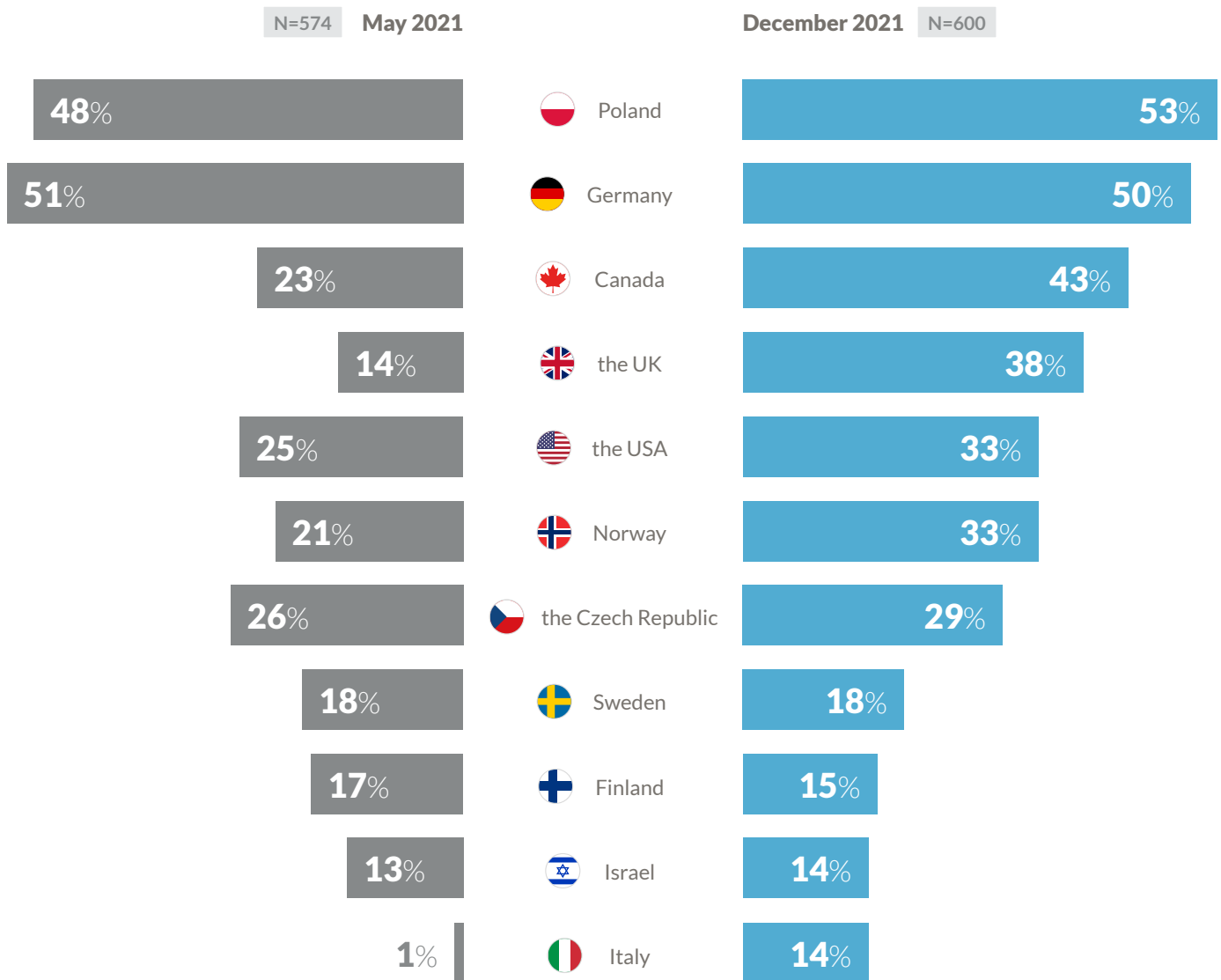


Did you look for employment in other countries than Poland during the coronavirus pandemic?



## Where abroad would you like to work?

(multiple answers possible)



Despite the fact that cross-border workers express their willingness to work outside of Poland, Poland is first among the preferred destinations of employment, overtaking its western neighbours for the first time. This may result from the fact that the process of legalization of residence and employment in Poland is getting easier for foreigners from Ukraine. Additionally, cultural proximity, knowledge of Polish and the fact that over 1.5 million Ukrainians reside in Poland, makes it easier for employees to acclimatize in Poland than, for example, in Germany. This may be one of the factors determining the choice of employment destinations.

Over the last 7 months, there has been a growing interest in working in Canada and the British Isles. From these two countries, there has been an increasing flow of news about

staff shortages, willingness to open up to foreign workers, while at the same time offering attractive wages. These factors might influence foreigners' interest in taking up employment there.

In May 2021, the third most popular employment destination, after Germany and Poland, was the Czech Republic. In the current edition of the study, it dropped from the third to the seventh place. This may be the result of the downtime in the automotive industry and a significantly lower demand for manpower, which was reported in the media. Much stricter restrictions than in Poland introduced in connection with COVID-19 might be to blame as well (among others, the requirement to present Covid passports before entering a shop or restaurant).

## METHODOLOGY

Due to the COVID-19 pandemic, the sixth edition of the study of foreign workers in Poland was conducted using the CAWI (Computer Assisted Web Interview) method on December 20-31, 2021. Taking into account that there are currently more than 1.5 million citizens of Ukraine the sample selection was oriented at respondents representing this group of cross-border workers in Poland. Only adult persons were covered by the study who, at the time of conducting the study, were staying on the territory of the Republic of Poland.

A total of 600 people took part in the survey (N=600). Adequate representativeness of the respondents is evidenced by the cross-sectional profile of respondents, coinciding with the demographic structure in Ukraine. The participants came from all regions of Ukraine, representing different age groups, with different levels of education.

In order to comprehensively present the changes which are taking place in the profile of cross-border workers results were compared with those obtained in the previous editions of the study - from May 2021 (N=574) and May 2019 (N=855).



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69%

of workers from Ukraine have a university degree

46%

of respondents declare good or very good knowledge of Polish

24%

of workers from Ukraine declare Polish origin

68%

of respondents declare that work in Poland corresponds to their qualifications

74%

of workers from Ukraine would recommend work in Poland to their friends and relatives

76%

of respondents do not regret their decision to work in Poland

38%

of workers from Ukraine would like to move to Poland permanently

42%

of Ukrainian citizens are considering opening their own business in Poland

42%

of Ukrainian workers are vaccinated against COVID-19 (as of the end of December 2021)

48%

of workers from Ukraine reside in Poland on the basis of a visa

64%

of respondents applied for a visa at a visa centre in Ukraine

50%

of workers from Ukraine are planning to apply for a residence permit (residence card)

37%

of Ukrainian citizens use state medical care in Poland

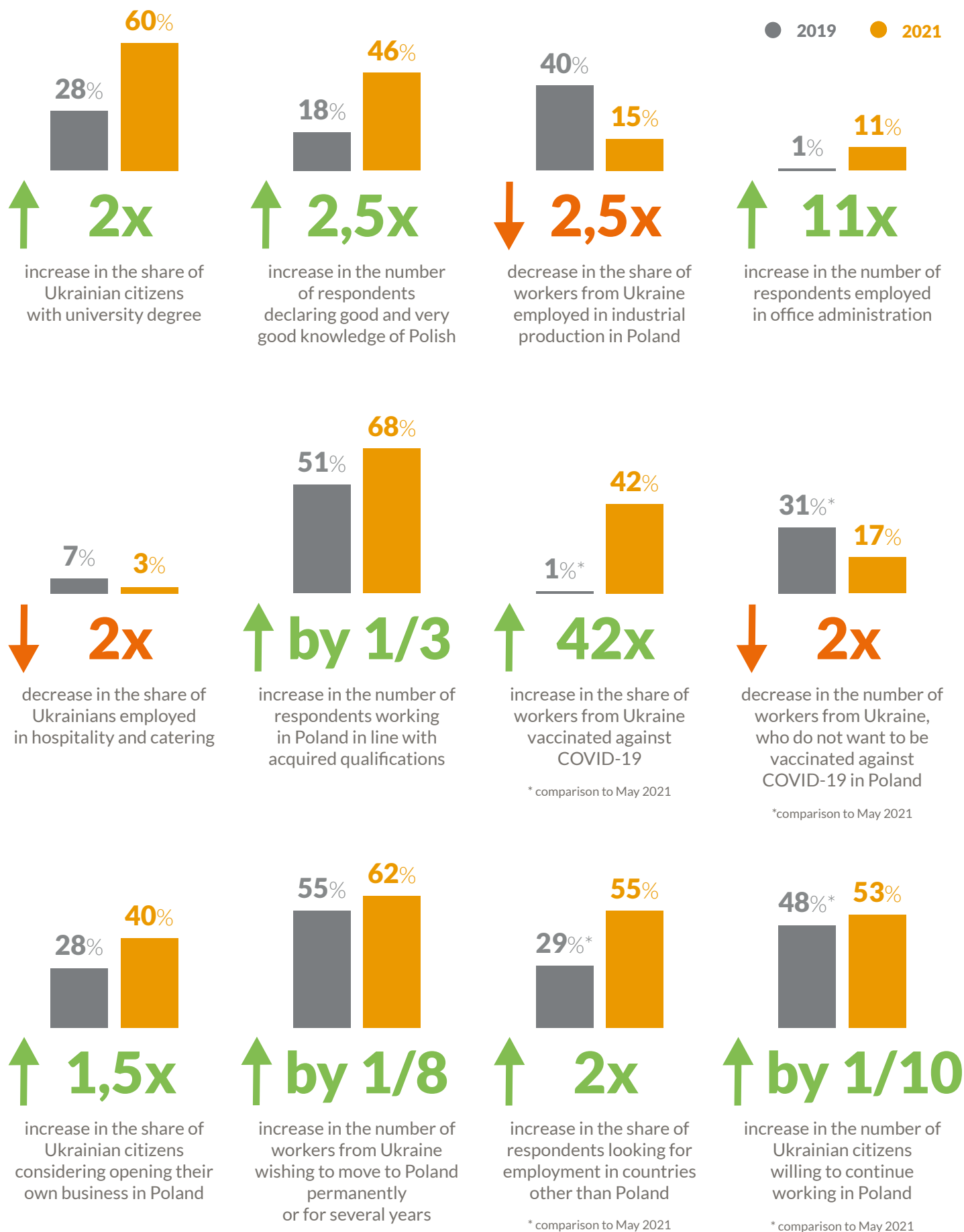
55%

of workers from Ukraine were looking for employment in countries other than Poland

50%

of respondents are interested in taking up work in Germany







### ANDRZEJ KORKUS

EWL Group Chairman of the Board

*Our study shows that for the first time Poland has topped the list of preferred employment destinations for Ukrainian workers, ahead of Germany. Liberal migration regulations, not only influence the high evaluation of Poland in the eyes of foreigners, but most of all, they allow us to compete with large, wealthy European economies on the increasingly difficult global labour market.*

*Already at the beginning of the pandemic, the Polish government took a crucial decision, from the point of view of both employers and foreign workers, to introduce special solutions that allowed for the extension of residence and work permits in Poland on the basis of the so-called „covid laws”. In January 2022, the Act on employment of foreigners was amended, which will undoubtedly translate into an increase in migration potential in the coming months.*

*In global migration processes the region of origin of the employee is playing a less and less important role. The development of modern technologies and the digitalization of the recruitment process, so as to reach every corner of the world, will determine the recruitment processes in the coming years.*

*After the end of the pandemic lockdowns we are seeing a return of the global struggle for talent on an unprecedented scale. The favourable economic situation, increase in the share of remote work and the „great resignation” will only reinforce this trend. This means that the employers and the employees are facing new challenges in the changing economic landscape.*



### MICHAŁ WIERZCHOWSKI

Sales Director at EWL Group

*Almost all European and global markets are now experiencing a recovery from the downturn caused by the outbreak of the COVID-19 pandemic. Manufacturers and service providers are recovering from last year's losses, which is connected with an increased demand for workers in all sectors. We are observing a dynamic increase in demand for labour not only in industry, construction, logistics or services.*

*According to the results of our study, the market is opening up more and more to foreign specialists. More and more foreigners are finding employment in administration, services or the IT industry. The changes also apply to the profile of the cross-border employee, their aspirations and goals in professional and private life. Many foreigners decide to settle in Poland for a longer period, plan to bring their family, open their own business and pay taxes. Therefore, it is not surprising that they are looking for a job that matches their professional qualifications, and these are getting higher.*

*One of the lowest unemployment rates in the EU, a forecast of economic growth of almost 5 per cent in Poland and the amendment of the Act on foreigners, which extended legal residence and employment of foreigners, will stabilise the situation of foreign workers, mainly from Ukraine, on the Polish labour market and will make them employees of first choice.*

*However, we must remember that we are competing for qualified specialists not only on the European, but also on the global scale, and the readiness of the best educated cross-border workers to relocate to the West is growing.*



### MARCIN KOŁODZIEJCZYK

International Recruitment Director at the EWL Group

*The coronavirus pandemic has undoubtedly been and still remains one of the greatest socio-economic challenges of the recent years. That is why we are happy to see the Polish economy gaining momentum and the employment continuing to grow. The three main industries which are constantly reporting increased demand for employees are: construction, logistics and industrial production. These are the sectors where staff shortages are most acutely felt, and employers are scaling up salaries and offering additional benefits for those who decide to take up employment here and now.*

*Cross-border workers most often choose to work on the basis of referrals and recommendations, but they are also willing to recommend their family and friends to a particular employer. Hence the increasing emphasis on high quality on-boarding and employee care. Especially that, as our study shows, every fourth Ukrainian employee returns to his current employer.*

*In order to win the global competition for cross-border workforce, Poland's next step should be first of all digitalization: both of the whole legalization process and, in particular, the extension of residence of foreigners. We are convinced that it will also be necessary to analyse and reflect on the potential countries that could soon be included in the simplified legalization procedure.*



### MARIYA KUZENKO

Head of Legalization at the EWL Group

*Almost half the Ukrainian citizens work in Poland on the basis of a visa, which is confirmed not only by our study, but by the latest data from the Ministry of Foreign Affairs - in 2021 Polish consulates issued 760,900 visas to Ukrainian citizens. Employers are much more willing to hire employees who have a valid visa, because it allows them to stay and work longer in Poland. Also, employees appreciate the possibility of coming to Poland on the basis of a visa and see it as a better option than staying in Poland under the visa-free regime. Thus, the process of obtaining visas ought to be made extremely fast and efficient, which will make it easier to fill staff shortages in the coming months.*

*The majority of the visas, as many as 2/3, are obtained through visa centres. The waiting time for visas in visa centres is usually between 3 and 4 weeks - as indicated by almost 40% of the respondents. At a consulate, every third respondent waits for a visa more than 7 weeks. This is definitely too long for the growing needs of the Polish economy.*

*The amendment of the Act on foreigners of January 2022 is a good step, which in the long run may not only have a positive impact on shortening the queues to consulates and visa centres in Ukraine, but also speed up the process of obtaining residence cards, which are becoming increasingly popular among Ukrainian citizens.*



### EWL GROUP

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.

### 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

### 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

Every day, thanks to EWL, more than 11,000 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 Poland.

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.



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.



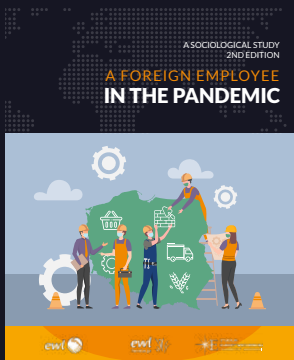
USSR. It is also the publisher of numerous books and magazines devoted to the eastern themes.

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.



**'A FOREIGN EMPLOYEE in the pandemic. 3rd edition'**

June 2021



**'A FOREIGN EMPLOYEE in the pandemic. 2nd edition'**

October 2020



**'A FOREIGN EMPLOYEE in the pandemic.'**

May 2020



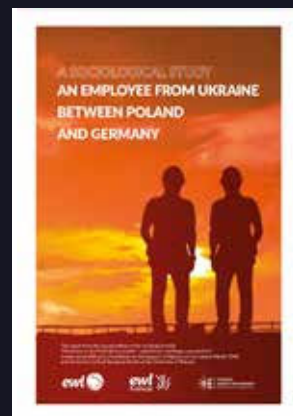
**'AN EMPLOYEE FROM UKRAINE wages in Poland'**

December 2019



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

September 2019



**'AN EMPLOYEE FROM UKRAINE between Poland and Germany'**

June 2019



**'UKRAINIANS ON THE POLISH LABOUR MARKET experiences, challenges and perspectives'**

August 2018



## REPORT ON CROSS-BORDER MOBILITY

### 'CITIZENS OF UKRAINE ON THE POLISH LABOUR MARKET' A STUDY BY THE EWL GROUP

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