

Mobility: Immigration alert

February 2023



Poland

Changes to immigration policies impacting citizens of Ukraine and other countries

Executive summary

Effective 28 January 2023, the Polish authorities implemented the Act of Assistance to Ukrainian Citizens (i.e., "the Act"), which introduced several changes to the country's immigration regulations for citizens of Ukraine and other countries.

Individuals with temporary protection in another EU country

Ukrainian citizens who hold temporary protection status in another EU country are no longer eligible for the same status in Poland. Those who hold temporary protection status in Poland as well as another EU country as of 28 January 2023 have lost their status in Poland as of that date.

Deadline to obtain a PESEL number

Effective 28 January 2023, Ukrainian citizens must apply for a [PESEL number](#) from the Ministry of Internal Affairs within 30 days from the date of their entry into Poland (down from 90 days previously). The PESEL number is a public identification number that allows individuals to access many public services (e.g., banking) in Poland. Those who entered Poland on or after 24 February 2022 and currently stay in Poland, but have not yet applied for a PESEL number, must do so no later than 26 February 2023 (i.e., within 30 days of the Act going into effect). Individuals who fail to submit their PESEL number application by the deadline will not be eligible to apply to extend their stay beyond 24 August 2023.

Digital residence permit for Ukrainian citizens (Diia.pl)

The new digital residence permit for Ukrainian citizens who crossed the Polish border on or after 24 February 2022 (i.e., [Diia.pl](#)) has now been ratified into law and is available to qualifying applicants. Impacted Ukrainian citizens who applied for and obtained Diia.pl permits are eligible to stay in Poland for up to 18 months (i.e., beyond their authorized visa-free period in the Schengen Area of up to 90 days in any 180-day period).

Regulation allowing temporary residence permit applicants to undertake work

Pursuant to the implementation of the Diia.pl, Ukrainian citizens are no longer eligible to apply for special temporary residence permits under simplified conditions. Effective 1 April 2023, eligible Ukrainian citizens who seek to undertake work in Poland may apply for the following:

- ▶ Temporary residence and work permits
- ▶ Temporary residence permits for highly qualified professions
- ▶ Temporary residence permits for the purpose of business activities

Labor office notification requirement

Effective 28 January 2023, organizations that employ Ukrainian citizens must submit an [online](#) notification of employment to their local labor office within 14 days of the individual's employment start date. In some cases where the individual

undertook employment prior to receiving a residence authorization decision from the Polish authorities, the registration must be completed no more than 14 days after either the application approval date or the date of the Act coming into effect (i.e., 14 days after 28 January 2023, which is 11 February 2023).

Common expiry date for existing permits and visas

All valid permits, visas and other authorization documents held by Ukrainian citizens who arrived in Poland before 24 February 2022 are now valid until 24 August 2023. Previously, these documents had been extended automatically, with their validity periods differing by document type.

Repeal of COVID-19-related relaxations

Effective 24 August 2023, all provisions regulating the extension of Polish documents issued to foreign citizens, that were introduced during the COVID-19 pandemic, will be repealed.

Impact on employers

Polish companies that employ Ukrainian citizens may assist their employees in complying with the the new regulations to avoid business disruptions.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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