



Global Immigration alert

October 2024

Poland

New Polish Migration Strategy 2025-2030 announced

Executive summary

On 15 October 2024, Poland's Council of Ministers adopted a resolution on the new Polish Migration Strategy for 2025-2030. The primary goal of the strategy, titled "Regain Control, Ensure Security," is to enhance national security by regulating migration processes more effectively.

Key developments

The new Migration Strategy sets the direction for Poland's immigration framework, and the government will bring legislative amendments aimed at controlling migration in terms of the scale of inflow of foreign nationals, their purpose of arrival and country of origin. The Strategy encompasses eight key areas:

- ▶ *Migration policy framework:* The Strategy establishes the foundational values, goals and institutional structures for the government to draft and implement a secure migration policy in Poland.
- ▶ *Entry and stay:* The Strategy recommends the implementation of a selective system for the entry and residence of foreign nationals based on Poland's evolving economic and educational needs.
- ▶ *Protection procedures:* The Strategy sets a framework for the authorities to review asylum procedures in order to prevent their misuse and ensure alignment with international protection obligations.
- ▶ *Labor market access:* The Strategy sets the criteria for bringing in foreign workers to fill job shortages in Poland without destabilizing the employment of Polish nationals. In this area, the Strategy primarily focuses on highly skilled foreign workers.

- ▶ *Educational migration:* The Strategy aims to manage the entry of foreign students to prevent misuse of education-focused immigration pathways.
- ▶ *Integration of foreign nationals:* The Strategy defines integration principles for immigrants to ensure social cohesion and acceptance of Polish norms.
- ▶ *Citizenship and repatriation:* The Strategy outlines policies for granting citizenship as well as facilitating the return of individuals of Polish descent.
- ▶ *Polish diaspora:* The Strategy focuses on maintaining ties with the Polish diaspora and supporting the return of Polish nationals.

With respect to work authorization and labor market access, the Strategy proposes the following upcoming changes, focused particularly on the employment of highly skilled foreign workers:

- ▶ *Shortage occupations:* The government will focus on attracting foreign nationals to supplement shortages in deficit occupations.
- ▶ *Points-based model:* A new points-based model will be introduced for work permit applicants. Under this model, applicants will be required to score at least the minimum points for specific criteria to be eligible for a permit.
- ▶ *Selective visa policy and consular autonomy:* Poland will implement a selective visa policy, wherein visa issuance will be based on the applicant's country of origin, unique

skills and salary levels, as well as the need for workers in strategic investment areas in Poland. Consulates will be given enhanced decision-making autonomy, and they will focus on automating and personalizing the visa application process.

- ▶ *Consular verification and documentation*: Consular officers will request and verify visa applicants' comprehensive documentation that confirms the purpose of their stay and their educational/professional qualifications.
- ▶ *Digitization and elimination of system misuse*: The residency process will be fully digitized in order to streamline application processes and, consequently, mitigate turnover within immigration/consular staff. The authorities will take measures to eliminate intermediary entities to prevent misuse of the application system and fraud (e.g., applying for residency under false pretenses).
- ▶ *Long-term shortage occupations*: A list of long-term deficit occupations will be defined. Individuals who hold occupations on this list will be eligible for priority processing of work authorization applications. To qualify, foreign nationals will be required to:
 - ▶ Be nationals of an OECD country or a country with which Poland/the EU has signed a readmission agreement
 - ▶ Possess highly specialized skills
 - ▶ Receive a monthly salary that is comparable to the salary paid to Polish workers in the same industry
 - ▶ Present proof that their employer has made investments of strategic importance for Poland
- ▶ *EU Blue Card*: The Blue Card will remain the main pathway for highly qualified workers seeking to enter Poland. No other talent admission procedure for highly qualified workers is expected.
- ▶ *Employment declarations*: The government will review and may modify the list of countries whose nationals are eligible for employment in Poland based on a [declaration of entrusting work to a foreigner](#). Currently, nationals of Armenia, Belarus, Georgia, Moldova, Russia and Ukraine can be hired via this route.
- ▶ *Integration responsibility*: Employers that hire foreign nationals will be required to be involved in their integration process. Among other potential changes, employers that hire a certain number or percentage of third-country nationals will be responsible for providing financial support to these employees.

Impact

The new Strategy is expected to have a significant impact on Poland's labor market by streamlining the hiring of foreign workers with unique skills and for strategic investments and potentially limiting foreigners' access to a broader labor market. Foreign students will be subject to stricter conditions, with measures aimed at preventing the misuse of educational migration for entry into the EU labor market. Foreigners will be required to fulfil comprehensive integration requirements and may face deportation if the authorities deem their presence in Poland to be unjustified or undesirable. Overall, the Strategy is expected to streamline the immigration process for certain individuals, strengthen national security and promote the integration of foreigners into Polish society while maintaining control over the scale and nature of migration.

Key steps

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

EY | Building a better working world

EY exists to build a better working world, helping create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

Ernst & Young LLP is a client-serving member firm of Ernst & Young Global Limited operating in the US.

© 2024 Ernst & Young LLP.
All Rights Reserved.

EYG no. 009238-24Gbl

2101-3682263
ED None

ey.com

Marek Jarocki

Partner - People Advisory Services, Global Immigration
Tel: +48660440189
Email: marek.jarocki@pl.ey.com

Rafal Rogala

Senior Manager - People Advisory Services, Global Immigration
Tel: +48573005829
Email: rafal.rogala@pl.ey.com

Ben Willis

Partner - People Advisory Services, EMEIA Immigration Leader
Tel: +44 20 7951 9589
Email: ben.willis@uk.ey.com

Seema Farazi

Partner - People Advisory Services, EMEIA Immigration Leader
Tel: +44 20 7951 7122
Email: seema.farazi@uk.ey.com