

## **Poland (Lewiatan) (last update 4 May)**

### Overall approach and state of play

About 1.8 million people entered the territory of Poland. It is estimated that about 1/4 of this people moved further to other countries. The group of refugees consist mainly of women, children and elderly people.

### Coordination of joint social partner or social partner and government actions

The government has drafted a special law, which entered into force on 12<sup>th</sup> March. The Act sets out specific rules for legalizing on the territory of the Republic of Poland the stay of Ukrainian citizens who entered the territory of Poland directly from the territory of Ukraine in connection with military operations and forms of support for Ukrainian citizens, including, among others, specific rules for entrusting them with work. If a citizen of Ukraine entered the territory of the Republic of Poland legally (directly from the territory of Ukraine) in the period from 24 February 2022 and he/she declares intention to stay on the territory of Poland, his/her stay on the territory of Poland shall be considered legal for the period of 18 months starting from 24 February 2022. This special Act takes into account the EU decision to a limited extent, what raises concerns.

However, foreigners who are not covered by the mentioned above Act on assistance to Ukrainian citizens in connection with armed conflict on the territory of this country, but who belong to the category of displaced persons mentioned in Article 2 (1) and (2) of the Executive Decision of the Council of the EU, i.e. the citizens of Ukraine who left Ukraine since 24 February this year and came to Poland indirectly from the territory of Ukraine and stateless persons and citizens of third countries may benefit from temporary protection under the Act on granting protection to foreigners within the territory of the Republic of Poland.

Discussions remain on a tripartite basis for the time being.

### Company impact

There is no coordinated approach among employers as regards Ukrainian workers or country nationals leaving their employment to return to fight in Ukraine. This is a matter for decision of the of Ukrainian worker and the employer. However, discussions among employers show that in order to support the citizens of Ukraine they often continue the employment relationship, sometimes released from the obligation to work while retaining the right to wages.

The issue of mobilisation, return to Ukraine already affects the transport, construction sector, to some extent, production and processing. There are many initiatives that are specifically targeted to helping Ukrainian refugees to find work. It is difficult to indicate numbers at the moment, but Employment Offices in regions keep a separate register of job offers for refugees which will show the scale of the offer in some time.