

Changes in Polish legislation as of June 1, 2025

regarding the employment of foreigners

Starting from June 1, 2025, changes regarding the rules for assigning work to foreigners in Poland came into force, introducing a number of facilitations and modifications for both employers and foreigners. Here are the details of the key changes:

I. Full electronicization of procedures - this applies to work legalization procedures.

Starting from June 1, 2025, applications for work permits for foreigners and all documents related to these applications must be submitted exclusively via the [Praca.gov.pl](https://praca.gov.pl) system. Submitting an application in any other way, such as by post, will result in the application not being processed. This means that the entire work permit process came fully electronic, simplifying the procedure and allowing for faster decision-making.

Additionally, a new obligation is introduced: before starting work, a foreigner must send a copy of their contract to the authorities that issued the permit or accepted the declaration, via the [Praca.gov.pl](https://praca.gov.pl) portal. This obligation came into force on July 1 (for special permission) and August 1, 2025 (for work permits). There is a requirement that the employment contract signed with a foreigner must be in a language that is understandable to the foreigner.

It should be noted that this requirement is not new. However, the standards regarding the content of employment contracts have been strengthened, and authorities may pay closer attention to these details during inspections. In particular, if a contract is drawn up exclusively in a foreign language, an officially certified translation will be required. For this reason, we recommend, as a standard practice, preparing bilingual contracts to ensure compliance and avoid potential issues.

Additionally, the employer (or contracting party, in the case of civil law contracts) is obliged to inform the foreign employee about the possibility of joining trade unions operating in Poland, and the contract must be provided in a language that is understandable to the foreigner.

II. Changes to the EU Blue Card rules

The EU Blue Card is a document that allows foreigners with high qualifications (especially in professions such as IT, engineering, or sciences) to work in Poland and other European Union countries. The new regulations introduce a number of facilitations and extensions in this area:

- Possibility of registering a business: Holders of the EU Blue Card will be able to register a business in Poland in the CEIDG system and also provide services under B2B contracts.

It is worth noting that, despite the introduced facilitations, the main purpose of stay under the EU Blue Card should remain employment in a highly qualified profession, not conducting business activity under a B2B contract.

Introduction of the concept of short-term and long-term mobility for EU Blue Card holders:

Short-term mobility:

- up to 90 days within a 180-day period,
- no additional work permit required,
- includes activities such as attending conferences, negotiations, and business meetings.

Long-term mobility:

- stay exceeding 90 days in another EU country,
- requires a temporary residence permit,
- provides broader opportunities to work within international structures.

III. Facilitations for changing jobs

Regulations concerning the change of employment for foreigners holding the EU Blue Card have also been modified. Before the amendment, foreigners had to obtain a changed administrative decision when changing employers or employment conditions. According to the new regulations, foreigners will not have to apply for a new permit as long as they continue to work in a profession requiring high qualifications and receive an appropriate salary. The updated rules also mean that the employer or specific working conditions are no longer explicitly indicated in the issued decisions.

These changes apply only to those whose Blue Card decisions were issued after June 1, 2025, or to Blue Card holders who have held the card for more than two years. This facilitation aims to provide greater flexibility in the labor market.

IV. Changes to qualification requirements

New rules have been introduced regarding the qualifications required for foreigners applying for the EU Blue Card. Previously, one of the main requirements was having a higher education degree in a specific profession. Now, foreigners with at least 3 years of professional experience (within the last 7 years) in certain IT professions will be able to obtain the Blue Card even without a higher education degree. Professions that will benefit from this facilitation include e.g.:

- Network manager,
- IT systems analyst,
- Cybersecurity specialist,
- Web architect,
- Application programmer,
- Medical informatician,
- Artificial intelligence specialist.

V. Protection in case of job loss

New provisions have also been introduced to protect foreigners who lose their jobs. Previously, foreigners holding the EU Blue Card had to leave the country after losing their job. Now, individuals who have held the EU Blue Card for over 2 years will have an extended protection period of up to 6 months.

In other cases, the protection period will be 3 months. This means that foreigners will have more time to find new employment, helping them avoid the sudden loss of their residence rights.

VI. New reporting obligation for employers regarding the loss of employment by a foreigner

Previously, the obligation to inform the voivode about the termination of employment rested solely on foreigners holding a combined temporary residence and work permit.

Under the new regulation, if a foreigner loses their job, the entity specified in the permit decision (i.e., the employer) is required to inform in writing the voivode who issued the permit within 15 days.

VII. Expanded grounds for refusing to initiate proceedings for a temporary residence and work permit

Foreigners who are staying in Poland on the basis of visas issued for the following purposes:

- tourism,
- visiting family or friends,
- participation in sporting events,
- cultural activities or attending conferences,
- first- and second-cycle studies, uniform master's programs, or doctoral studies,
- vocational training,
- education in forms other than studies or vocational training,
- transit, including airport transit,
- medical treatment,
- participation in cultural, educational, humanitarian exchange programs, or working holidays,

are not allowed to submit applications for a temporary residence and work permit. Previously, this restriction only applied to visas for tourism or visiting family and friends.

Applications will also not be accepted if the foreigner is staying in Poland on the basis of:

- a long-term visa issued by another Schengen state, unless exercising the right to mobility in Poland,
- a residence document issued by another Schengen state, unless exercising the right to mobility in Poland,
- an entry permit issued by the Border Guard.

Summary

The new regulations aim to simplify administrative processes, increase mobility for highly qualified workers, and provide greater flexibility for both employers and foreigners. The electronicization of processes, the extension of rights for EU Blue Card holders, and the facilitations in changing jobs and protection in case of job loss are key elements of these changes, which may contribute to increasing Poland's attractiveness as a place for foreigners to work.

Ensure your organization is ready for the 2025 legislative shift

At Sawicki & Partners, we help businesses anticipate the practical impact of these reforms. Our lawyers provide comprehensive legal support - from reviewing employment contracts and reporting obligations to advising on strategic workforce planning and compliance audits. Whether you manage a multinational HR department or a growing Polish company hiring its first foreign employee, our goal is to make this transition seamless and compliant.

Contact us to discuss how the June 2025 amendments may affect your company's operations and compliance strategy.



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