

2019

A sociological study
2ND EDITION



UKRAINIANS

ON THE POLISH LABOUR MARKET

experiences, challenges and perspectives



The report from the second edition of the sociological study conducted by EWL S.A.,
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



JAN MALICKI, DR H.C.

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

THE POLISH MONOPOLY FOR EMPLOYEES FROM UKRAINE IS FINISHING. WHAT COMES NEXT?

I am pleased to present you with the report that analyses the phenomenon of labour migration on the Polish market. In the second edition of the sociological study prepared in cooperation with the Centre for East European Studies at the University of Warsaw we were tempted to create the most exact profile of the economic migrant from Ukraine and to show changes taking place in the area of employee migration in our part of the continent.

Historically, during the period of dynamic economic growth in Poland, our closest neighbour Ukraine experienced recession caused by the war happening in the east of the country. Our economy welcomed Ukrainian citizens, who decided to come to Poland to take up work. In just a few years Poland became the largest beneficiary of mass migration of Ukrainians to EU countries.

However, the Polish monopoly is coming to an end. On the one hand, Europe's largest economy - Germany - opens to our eastern neighbours. On the other hand, the Ukrainian economy has been getting stronger in recent years. If we want to maintain the current GDP growth, which is also positively influenced by our eastern neighbours, we have to fight for the employees from Ukraine.

Twelve years ago Poland became one of the first EU countries to offer third-country nationals a simplified procedure of legalizing work. We still have a number of advantages over Western markets, however, to maintain them we should take the next step towards the liberalization of the migration policy. More and more migrants from beyond the eastern border work and pay taxes in Poland as part of short-term stays. We should focus on keeping in our country specialists who have learned the language and gained experience, but have to leave because of problems with the extension of their stay. Especially that the results of this report show an image of a worker more professionally experienced, demanding, aware of their needs and role on the Polish labour market, who is considering continuing their professional career in Poland in the long term.

Have a good read.

THE SITUATION OF EMPLOYEES FROM UKRAINE. AN INTERESTING RESEARCH POINT

The Centre for East European Studies at the University of Warsaw Study of Eastern Europe University has been dealing with the history and modernity of Ukraine from the Centre's very beginning because of its interests in the post-Soviet area. These interests also include sociological and social aspects.

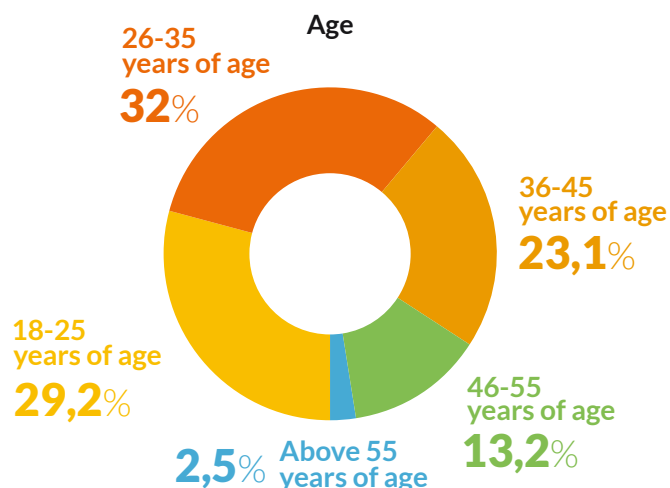
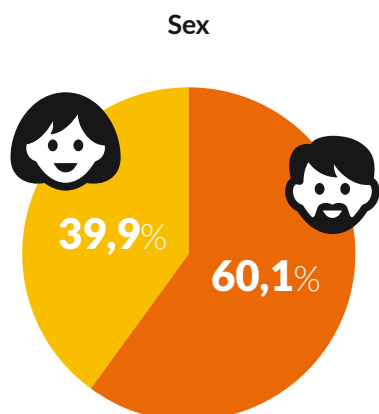
In 2004, when the fact of rigging the presidential election in Ukraine caused a huge wave of demonstrations and the outbreak of the Orange Revolution, the students and academic staff of our Centre went to Kiev to conduct field sociological research. The aim of the research was to find out the opinions of Ukrainian citizens regarding the changes taking place in their country and the hopes and expectations connected with these changes. The research was repeated in 2005 in various regions of Ukraine, and in 2007 in Kiev. A similar survey was conducted in 2013 during events that went down in history as Euromaidan. These results were published in two reports.

Our interests in Ukraine, except for those strictly scientific, also result from the fact that many graduates of our 'Eastern Studies' and other scholarship programs include Ukrainian citizens.

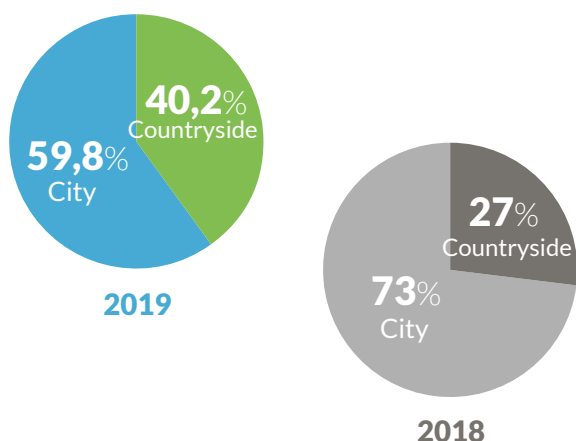
When I received the proposal for the Centre to be a collaborator in the presented project, I had no doubt that we should take part in it. The situation of employees from Ukraine in Poland is not only very interesting as a research area, but also extremely important from the perspective of the Polish labour market. I am happy that the Centre for East European Studies participated in such an important project.

I wish you an interesting read.

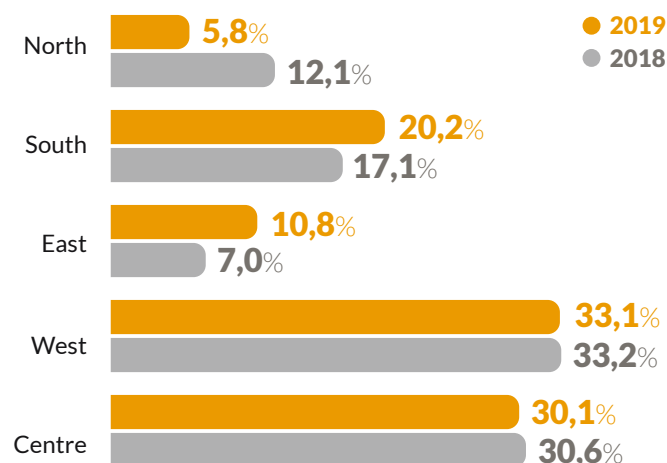
RESPONDENT PORTRAIT - SEX, AGE, GEOGRAPHY



Place of residence in Ukraine



Region of residence in Ukraine



DEMOGRAPHIC DIVERSITY AND AWARENESS OF MIGRATION ARE GROWING AMONG PEOPLE IN RURAL AREAS

The demographic structure of migration from Ukraine is subject to significant fluctuations. The largest group of Ukrainian citizens who came to Poland to take up a job are people aged 26 to 35 - 32% of respondents. Compared with last year's study, this group decreased by over 3 percentage points. At the same time the number of the youngest economic migrants (in the 18 - 25 age group) who came to our country shortly after completing their education in Ukraine increased by almost 8 percentage points.

Men dominate among the respondents (60%), though their number decreased in comparison with 2018 by 3.5 percentage points. Respectively, the share of women increased to 40% of the respondents.

Comparing with last year, the number of employees who came to our country from the southern and eastern part of Ukraine increased by 3 and 4 points percentage points,

respectively. This shows that these regions of the country are opening up to labour migration to the west. Just like a year ago, every third Ukrainian citizen working in Poland comes from the west of Ukraine. However, we observe an over two-fold decrease in migration for residents of northern regions, including Kiev.

The disparity between the number of economic migrants coming from the city and the countryside is gradually decreasing. The participation of residents of rural areas in the structure of migration increased by 13 percentage points within one year. It is a natural process in which the economic migration of city dwellers spread to the representatives of rural areas that constitute about 1/3 of the total population in Ukraine. It may also mean the migration awareness among countryside inhabitants is growing, being a derivative of better access to information and an increased number of information campaigns addressed to migrants.

BIGGER EXPERIENCE, A LONGER STAY FOR WORK

Work in Poland ceased to be treated as a new phenomenon for our eastern neighbours. In 2018 almost 2/3 of surveyed employees from Ukraine worked in our country for the first time, in 2019 the percentage of people without experience on the Polish labour market decreased to only 49%.

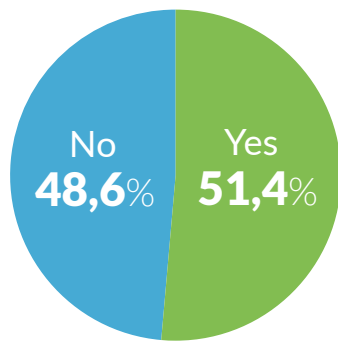
The period of employment in Poland lengthened. Last year over 54% of respondents declared that during their last stay they worked in our country for less than 3 months. In 2019 the employment period for half of Ukrainian citizens surveyed was from 3 to 6 months. Moreover, the number of respondents taking up employment for 6 to 12 months doubled compared to 2018. You can also see an increased interest in long-term employment (above 12 months), whose performance during their last stay was declared

by more than 4% of respondents. This shows a significant contrast with the data for the previous year, when long-term employment was strongly marginalized (only 0.3%).

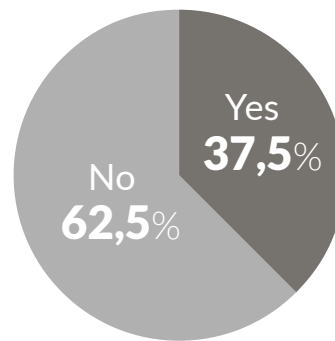
As for the current stay in Poland, the shortest stays to take up work show a downward trend. Only 28% of Ukrainian respondents are currently employed for the period of up to 3 months. There is a significant increase in the percentage of Ukrainian citizens working in our country for longer than 6 months.

The results confirm the unchanging willingness among Ukrainians to return to our country to take up or continue employment. Polish employers should also be satisfied with the growing interest in taking up long-term work.

Have you worked in Poland before?

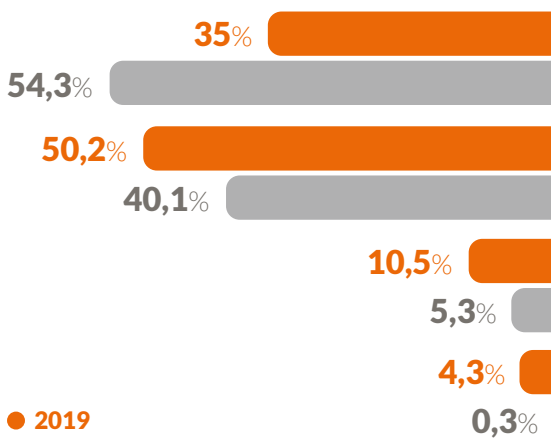


2019

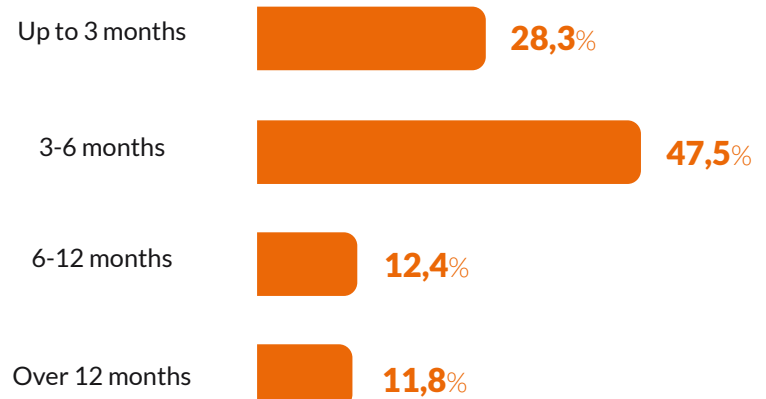


2018

How long did you work during your last stay in Poland?



How long do you plan to work in Poland this time?



● 2019
● 2018

EARNINGS AND INCOME DISTRIBUTION

BREAKING THE STEREOTYPES OF 'CHEAP LABOUR FORCE'

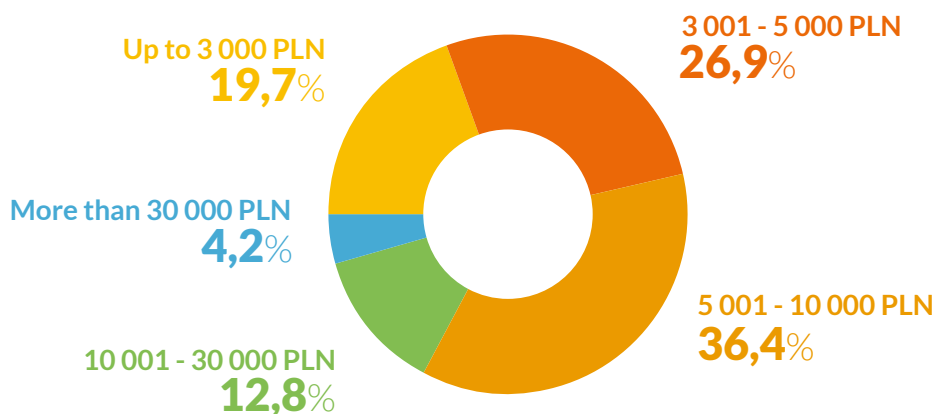
Important changes took place in the expectations of Ukrainian citizens regarding their earnings in Poland. In 2018 the largest group of respondents (over 40%) were people applying for a minimum hourly wage. In 2019 only 6% of Ukrainian citizens would agree to work for such remuneration.

Nevertheless, the group of employees from Ukraine wanting to earn from 13 to 15 PLN net per hour doubled (33%) and the share of respondents expecting to earn from 15 to 20 PLN net per hour almost tripled (19%).

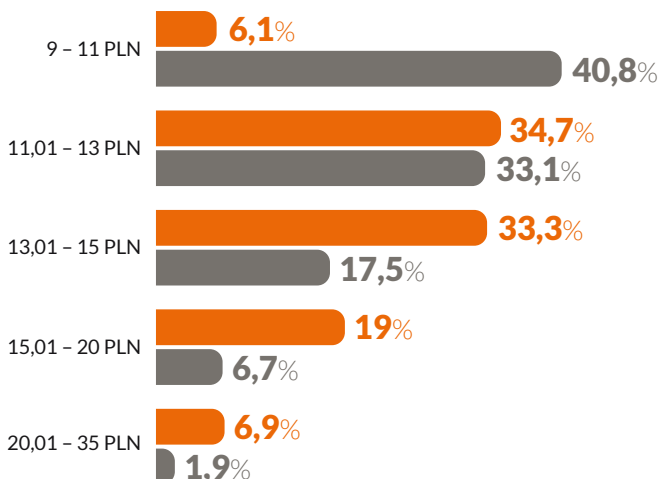
The largest group (over 36%) constitute employees from Ukraine, who during their entire stay in Poland (after deducting maintenance and travel costs) plan to earn from 5 to 10 thousand PLN. 27% of Ukrainian citizens came to earn from 3 to 5 thousand PLN. Every eighth respondent declared plans to earn from 10 to 30 thousand PLN.

The structure of distribution of possessed income, in terms of sending part of the earnings to family and relatives residing in Ukraine, has changed significantly. This may point to the intensification of the integration processes, in which more and more often families of people who work in Poland are directly involved in the migration.

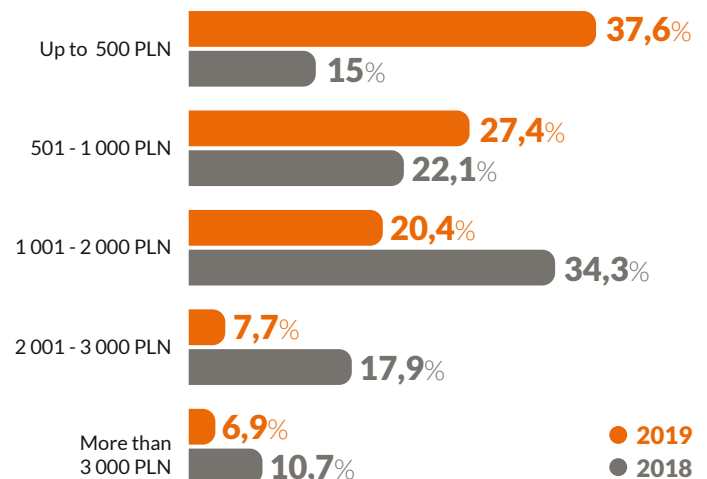
What amount do you plan to save while working in Poland (bring or transfer home)?



What remuneration do you expect per hour of work in Poland? (net)



What amount of money on average did you send monthly to Ukraine during your last stay in Poland?

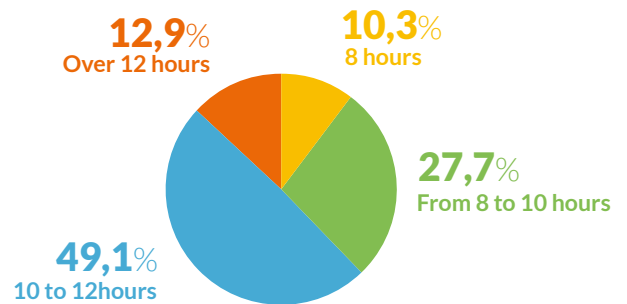


CONDITIONS AND FREQUENCY OF WORK

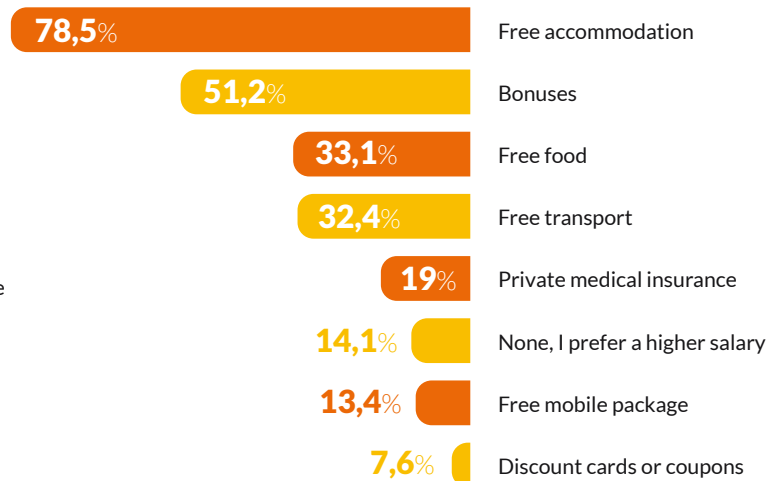
What time schedule would you prefer to work with in Poland?



How many hours daily would you prefer to work in Poland?



What benefits would you like to receive from an employer in Poland?



SHORT-TERM TEMPORARY WORK OR CONTINUOUS EMPLOYMENT

Aiming to maximize earnings in the shortest possible time, Ukrainians often decide to work in Poland above statutory working time. Just like a year ago every second respondent prefers to work from 10 to 12 hours a day, and 28% - from 8 to 10 hours a day (a decrease from 37% in the previous year). Only every tenth Ukrainian decides to work eight hours a day. However, there is an increase in respondents who would prefer to work over 12 hours a day.

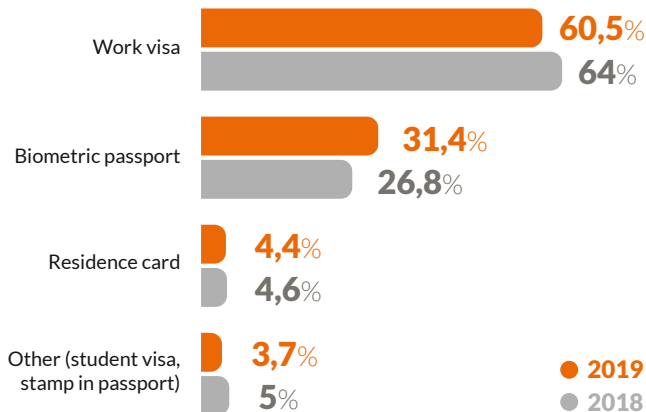
We asked employees from Ukraine what time schedule they would prefer to work with. The 3/3 formula is the most popular, which involves three months of work in Poland followed by a 3-month stay in Ukraine. Almost 27% of respondents declared that. It is worth mentioning that most Ukrainian citizens are employed in Poland based on declarations of entrusting work to a foreigner, which

enable work in Poland for six months during the year without having to obtain a permit. This option only suits 8% of respondents. Almost every fourth respondent would prefer to be employed in our country continuously, and every fifth according to the following schedule - 6 months work in Poland, 3 months stay in Ukraine.

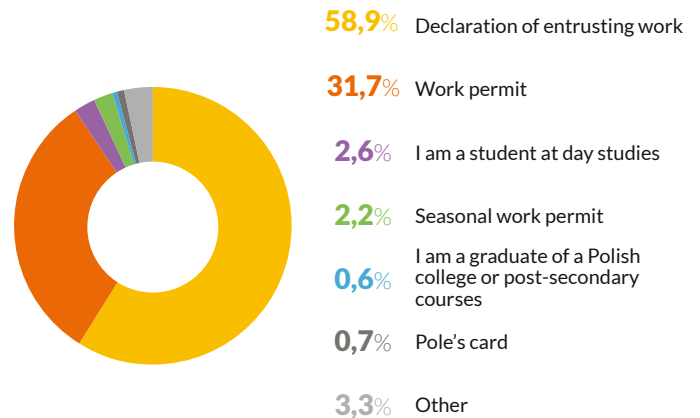
The most desirable benefits for Ukrainians, just like a year ago, are free accommodation and monetary bonuses. It is worth mentioning the increase in number of employees from Ukraine who prefer to resign from bonuses for a higher salary (14% compared to less than 3% last year). More and more often respondents point to other forms of benefits, such as private medical insurance (19%) or free mobile phone packages (13%).

LEGALIZATION OF STAY AND EMPLOYMENT AND THE GREY AREA

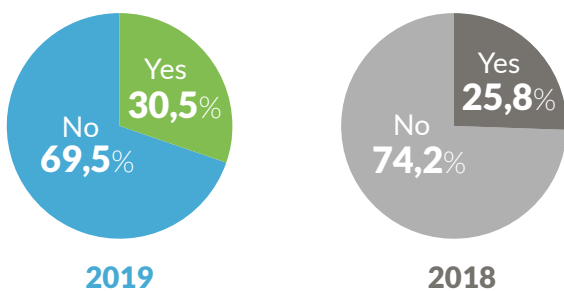
Based on which document do you reside in Poland?



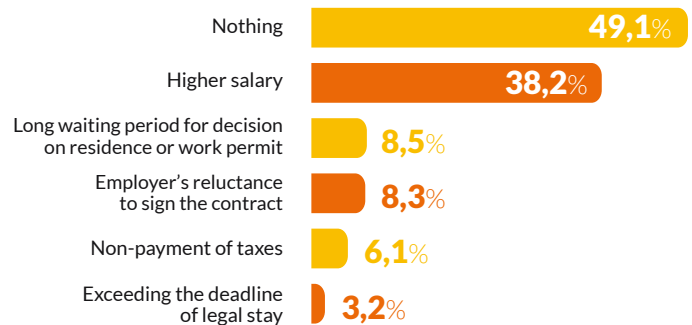
Based on which document will you start or have started work in Poland?



Have you ever worked in Poland without a signed contract (illegally)?



What would make you start working in Poland without signing the employment contract?



THE MEANING OF EMPLOYMENT DECLARATIONS AND VISAS. THE GREY AREA REMAINS A REAL THREAT

The survey showed that Ukrainian citizens most often come to work to our country on the basis of an employee visa (over 60%). It is worth emphasizing that compared to last year's survey the share of Ukrainian employees coming to Poland as part of the visa-free regime between Ukraine and the EU, which entered into force in mid-2017, increased by over 5 percentage points.

Among documents authorizing the employment of Ukrainian citizens in our country, invariably the most popular is the declaration of entrusting work to a foreigner (enabling Ukrainians to work in Poland for six months during the year without the necessity of a permit). Currently almost 59% Ukrainians use this simplified form. Every third respondent had to obtain a work permit issued by voivodship offices.

In comparison with last year's survey the share of Ukrainian citizens who had the experience of illegal work in Poland increased by 5 percentage points. This is currently the experience of 30% of respondents.

At the same time the awareness of the negative aspects of illegal work in Poland is growing. This is evidenced by the fact that almost half of the respondents declare that they would not accept illegal work under any condition (an increase of over 7 percentage points). In turn, for 38% employees an argument in favour of employment without a contract is the possibility of higher earnings. Attention ought to be paid to factors that extend or complicate the process of legal employments. In almost 9% of cases respondents would be willing to work illegally if the period of waiting for a positive decision on the residence or work permit was excessively long.

ABUSE BY THE EMPLOYER REMAINS A PROBLEM FOR MIGRANTS

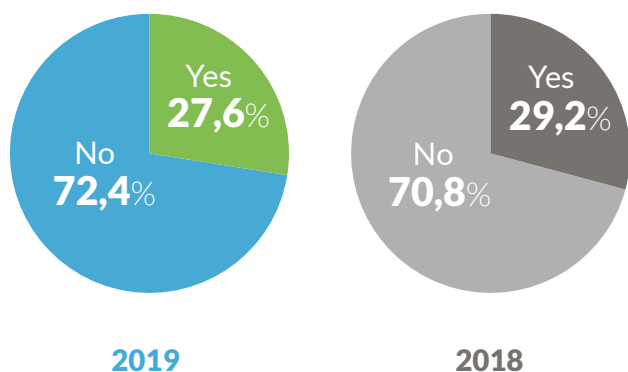
Unfortunately, workers from Ukraine still meet with cases of dishonesty on the part of employers in Poland. Almost 28% of respondents admitted they have experienced such negative situations. This index, however, decreased within a year by 1.5%.

Most often the abuse on part of the employer concerned remuneration (no payment of wages/salary or payment of an amount lower than agreed) and job offers where the actual employment conditions differed from those declared.

The percentage of respondents who had to deal with unfriendly attitude because of their nationality decreased. 30% of employees currently declare such negative experiences in our country, which is a 2 percentage point drop compared with 2018. 70% of respondents did not meet with this phenomenon.

Every fifth Ukrainian employee complains about harassment at work, and outside work - every ninth one.

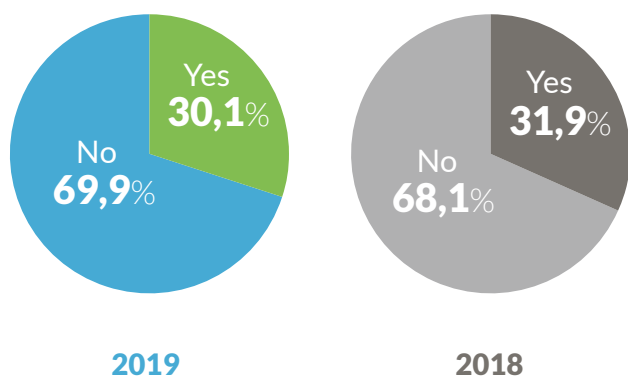
Have you ever been a victim of a dishonest employer?



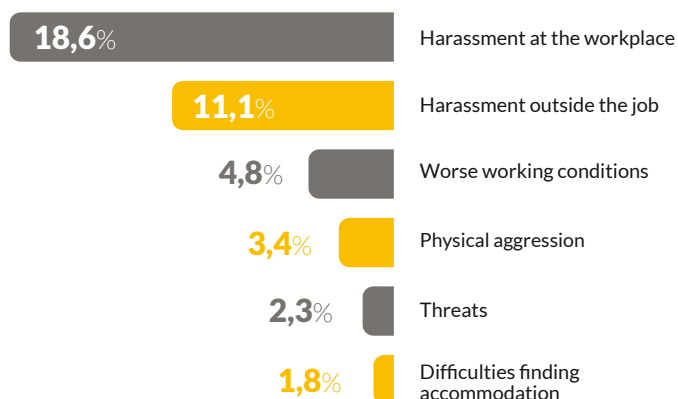
What was the situation?



Have you ever met with unfriendly attitude because of your nationality?



What was the situation?



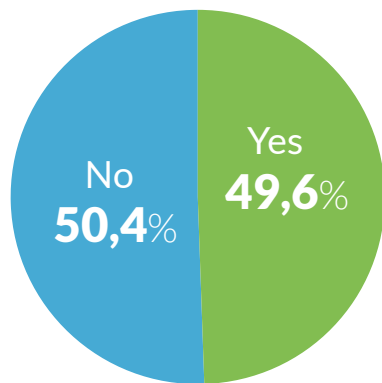
LEISURE TIME AND INTEGRATION

UKRAINIANS ARE MORE OFTEN FRIENDS WITH POLES

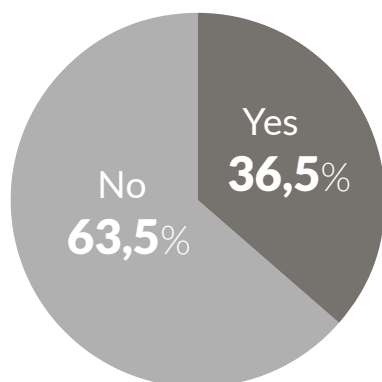
Meeting compatriots in Poland is the most common form of spending leisure time among Ukrainian citizens (48%), followed by watching movies and television (37%). Ukrainians also appreciate the opportunity to spend free time in contact with nature (33% of respondents). Every fourth Ukrainian employee spends their free time in the company of Polish friends. Church is visited by every tenth respondent and every eleventh person stated that they had no free time when working in Poland.

It is worth emphasizing that Ukrainians are increasingly willing to integrate with Polish citizens, which translates into a positive increase in social relationships. Almost 50 percent of respondents declared making friends with Poles (an increase of 1/3 to last year).

Do you have friends or acquaintances among Poles?

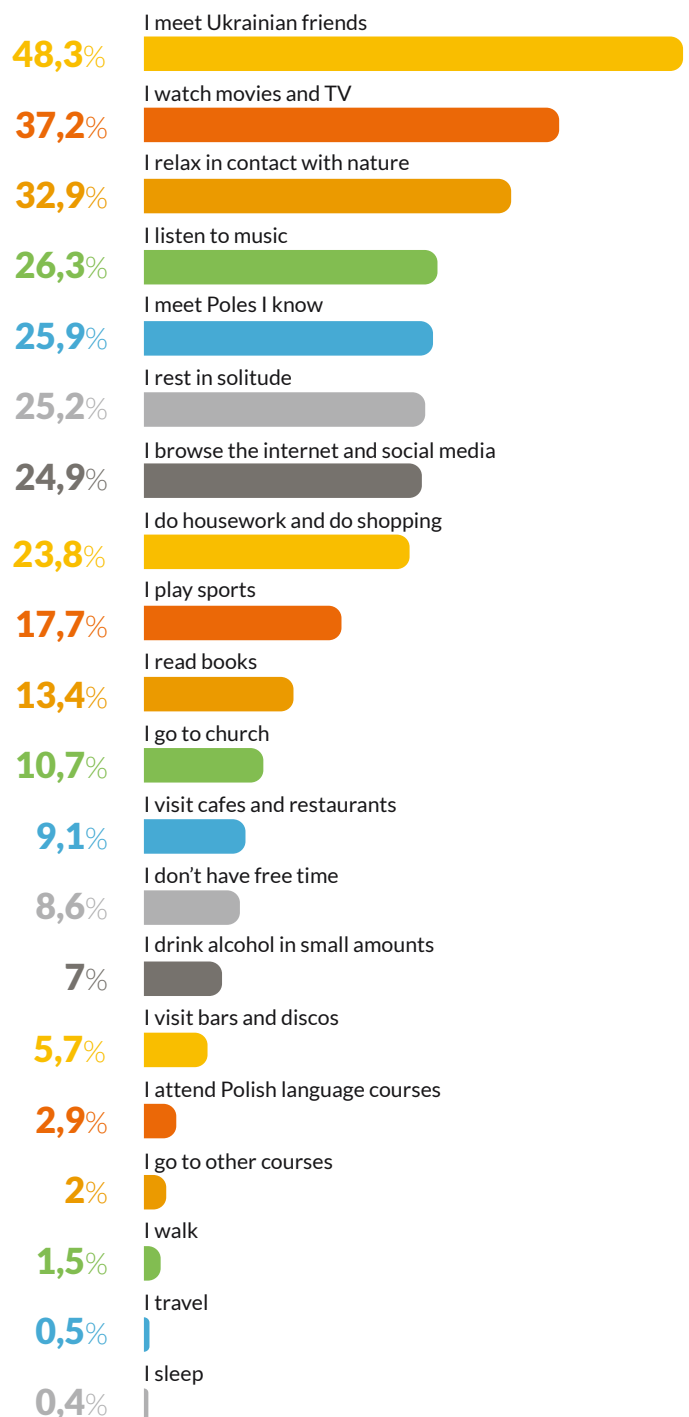


2019

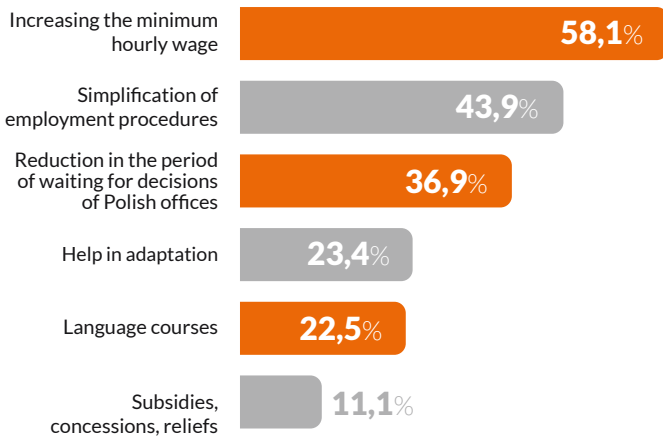


2018

How do you spend your free time during employment in Poland?



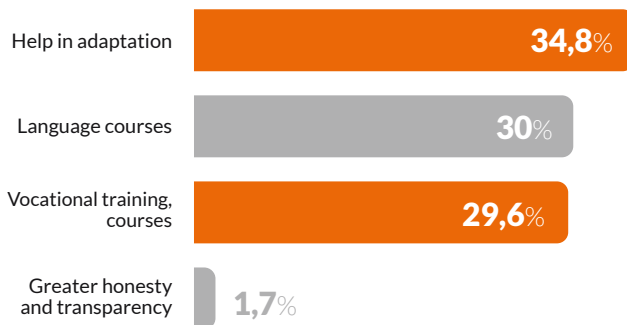
What actions of the Polish authorities could improve your employment comfort in Poland?



Would accelerating the procedures for permanent residence affect your decision to stay in Poland?



What actions of Polish employment agencies could improve your comfort of employment in Poland?



HIGHER EARNINGS AND SIMPLIFIED PROCEDURES AMONG THE MAIN CRITERIA FOR CHOOSING THE WORKPLACE

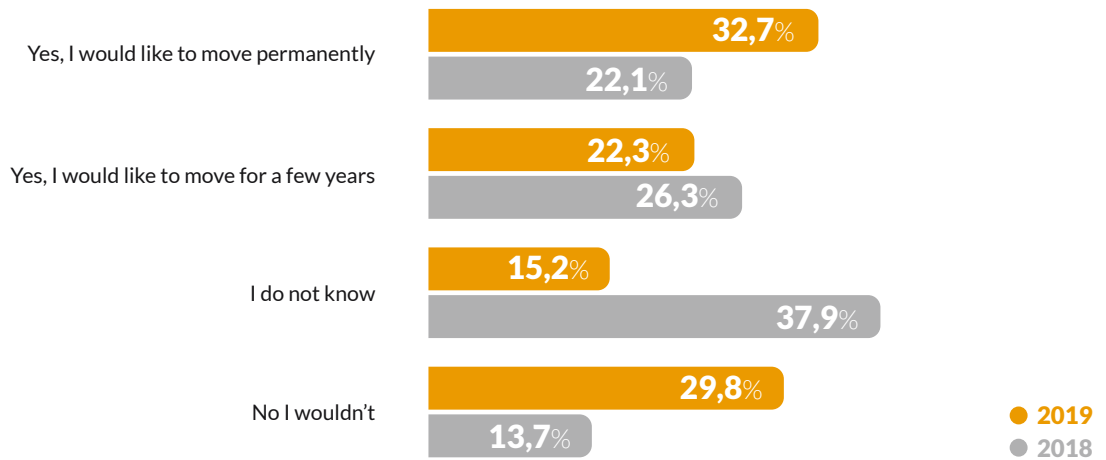
Increasing the minimum hourly wage is a step most desired by employees from Ukraine - 58% are in favour of this idea. Given that a large proportion of migrants perform work in positions with a level of remuneration not much higher than the statutory minimum wage, this seems an understandable expectation.

Another factor of importance is a more extensive simplification of the procedure for employing foreigners (44% of respondents). For 37% of respondents the most important issue is reducing the waiting period for

decisions in Polish offices. The majority of participants of the study (52%) confirmed the influence of acceleration of procedures on obtaining a permanent residence permit on their decision to stay on the territory of the Republic of Poland.

Adapting to our country remains a true challenge for Ukrainians working in Poland. Almost 35% of respondents expect help from temporary employment agencies in Poland, and 30% of respondents count on support in learning Polish and vocational training.

Would you like to move to Poland?



What would convince you to move to Poland permanently?



EVERY THIRD EMPLOYEE FROM UKRAINE WANTS TO STAY IN POLAND. AWARENESS AND DECISION ARE GROWING

The percentage of Ukrainian employees who would like to permanently move to Poland increased by a third. In 2018, 22% of respondents showed such willingness, this year - already 33%. Every fifth citizen working in Poland would like to live in our country for several years.

Every third respondent indicated they would not like to live in Poland. Only 15% of respondents could not give an answer to the above question (2.5 times less compared to the previous edition of the study), which is also a signal of growing awareness of migration to Poland and of clear expectations.

The reason for moving to Poland may be, above all, a higher quality of life in our country. This view is shared by 46% of respondents. Higher earnings than in Ukraine is an argument for every third Ukrainian employee. Over 36% of respondents point to better perspectives for their children. Integration in Poland is also a serious argument for respondents - 22% (almost three times the number last year). Starting a family would be another reason for moving. In turn, 21% of citizens Ukraine employed in Poland cannot be persuaded to move to our country.

POLAND IS A GOOD COUNTRY FOR THE NEW GENERATION

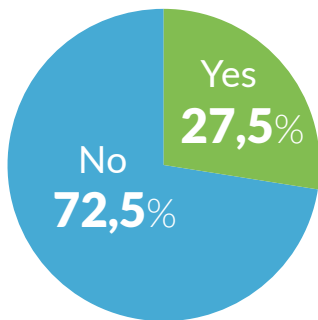
Over 27% of Ukrainian citizens working in Poland are considering opening their own business in our country. Ukrainians usually choose their potential businesses in industries such as services and trade - 22% each (of those planning their own business). Almost three times fewer respondents would open their own business in culture and entertainment, agriculture, logistics, transport and warehouse management, construction and in hotel and gastronomy.

Over 38% of survey participants count on receiving a Polish pension, slightly fewer respondents (37%) do not count on this type of benefit. 27% plan to live in Poland after reaching retirement age, while 37% exclude this option.

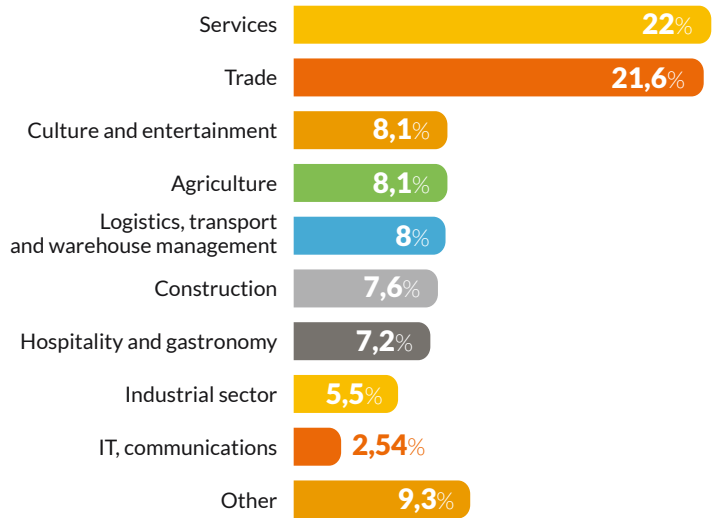
The integration process does not only concern those migrants who work, but also their immediate family. Almost 39% of Ukrainian citizens working in Poland plan to connect with their families in our country. 36% of respondents do not have such plans.

The Polish education system gained interest of migrants from Ukraine. Almost 2/3 of respondents would like their children to study in Poland, and almost 45% of respondents would like their children to live in our country permanently.

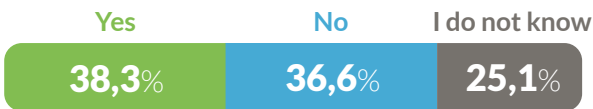
Are you considering opening your own business in Poland?



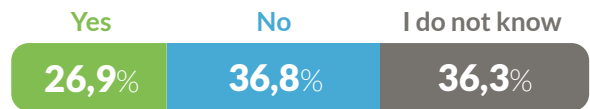
In which industry? (among those who plan their own business)



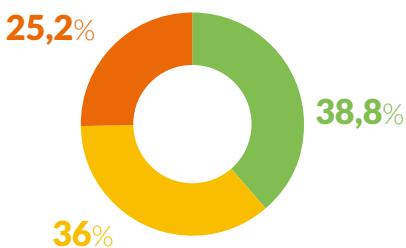
Do you count on receiving Polish retirement benefits?



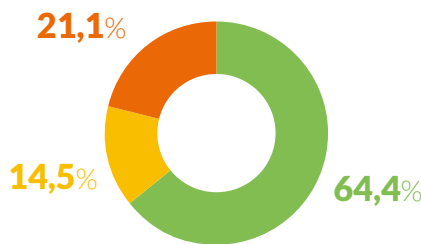
Do you plan to live in Poland after reaching retirement age?



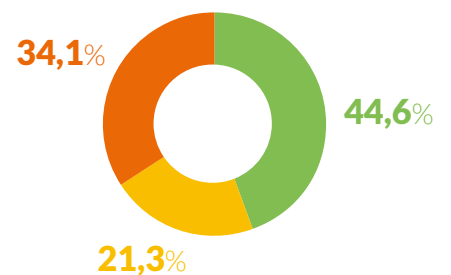
Do you plan to bring your family to Poland?



Would you like your children to study in Poland?



Would you like your children to permanently reside in Poland?



● Yes ● No ● I do not know

RESIDENCE AND WORK IN UKRAINE

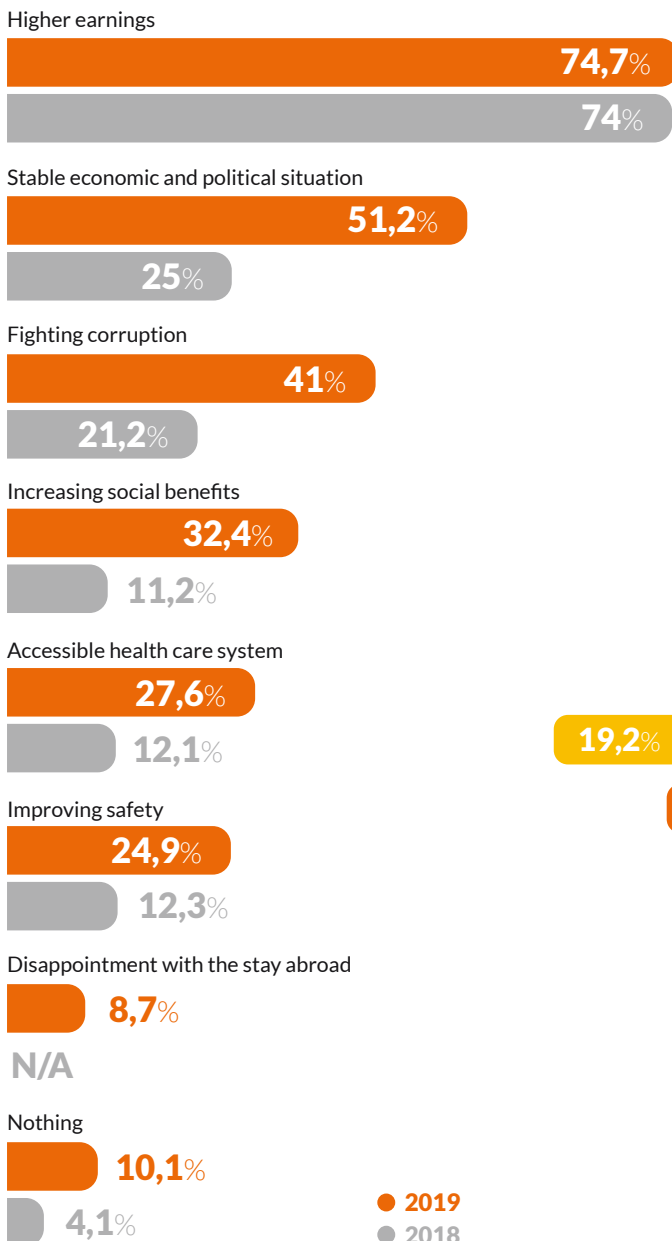
WORK IN UKRAINE FOR HIGHER REMUNERATION

By far the most important argument for working in Ukraine is higher remuneration. This view is shared by 3/4 of respondents. Political and economic stability follows (51% respondents), which is twice as much as in the previous edition of the survey. The problem of corruption remains among the most discouraging factors for Ukrainians to return to their homeland - 41% of respondents pointed to it. It is worth emphasizing that the number of Ukrainian citizens working in Poland who do not consider returning

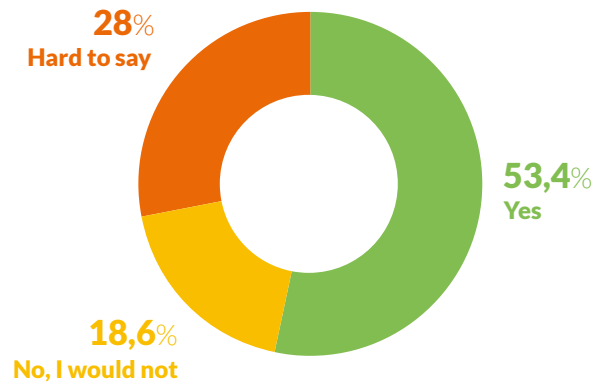
to their country doubled. This view is expressed by over 10% of respondents.

Over half of Ukrainians working in Poland would like for the authorities in Kiev to allow them to possess more than one citizenship. Every fifth respondent would like the opportunity to obtain legal citizenship of EU countries, and 15% would like this to include all countries in the world.

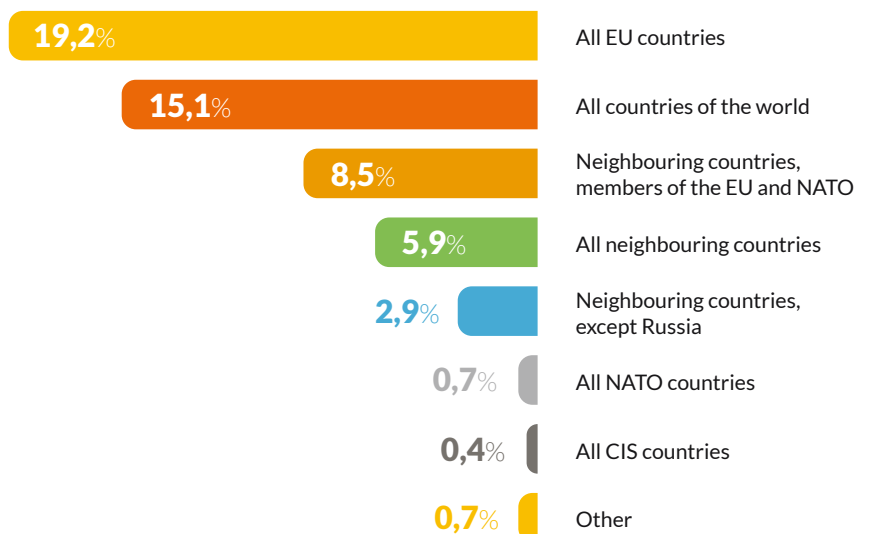
What would make you work in Ukraine?



Would you like Ukraine to allow its citizens to hold citizenships of other countries?

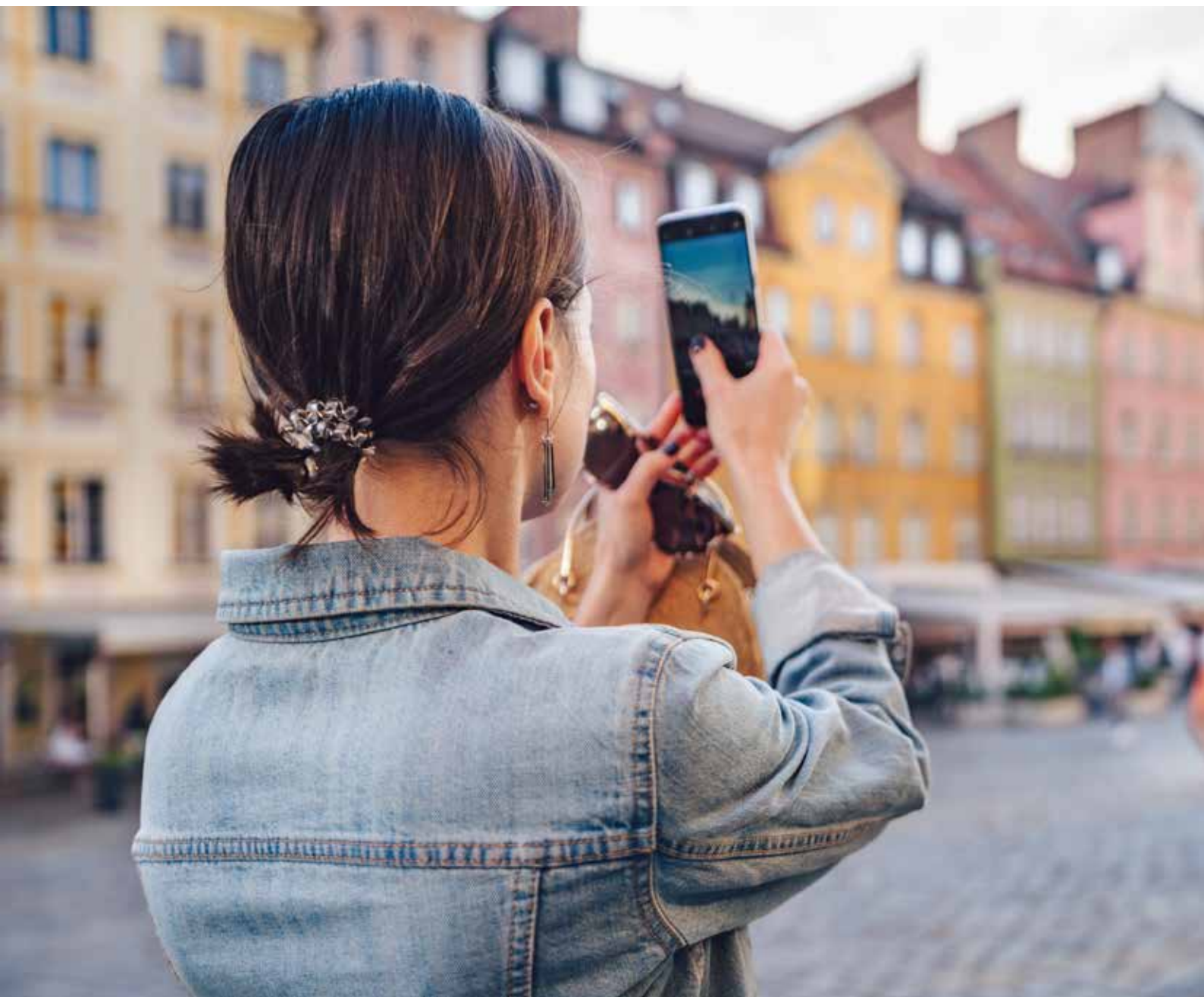


In your opinion, of which countries?



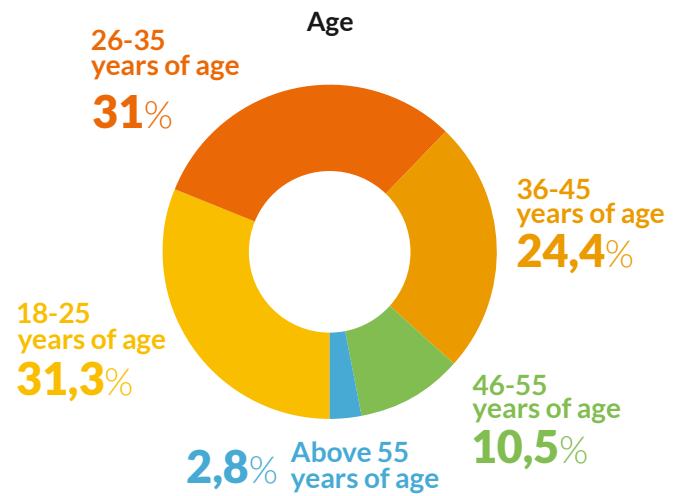
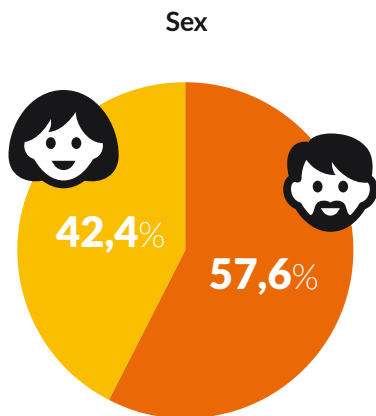
PROFILE OF THE EMPLOYEE FROM UKRAINE

considering to stay in Poland permanently or for several years

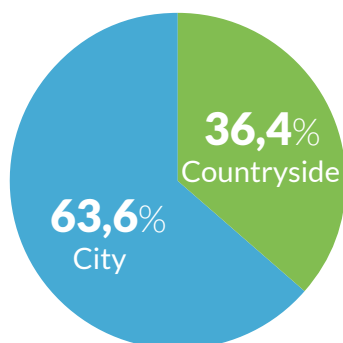


LONG-TERM STAY - PORTRAIT

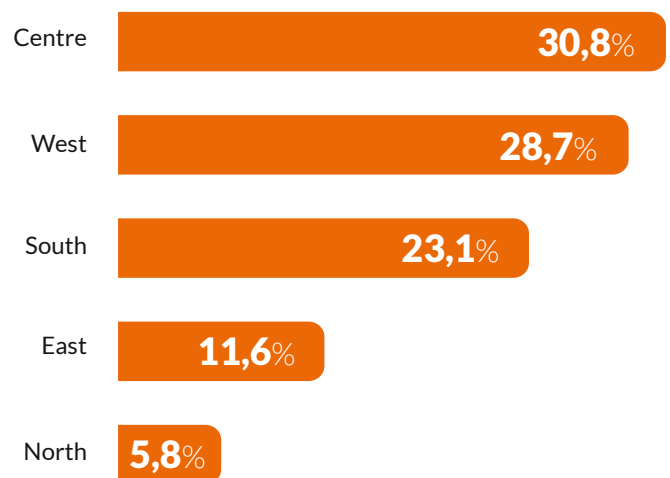
(THE GROUP OF RESPONDENTS WANTING TO LIVE IN POLAND PERMANENTLY OR FOR SEVERAL YEARS)



Place of residence in Ukraine



Region of residence in Ukraine



YOUNG RESIDENTS OF CITIES AMONG THE MAIN SUPPORTERS OF LONG-TERM STAY

If we look closely at the group of respondents willing to stay in Poland permanently or for several years, it will turn out these are the youngest Ukrainian citizens (18-35 years old).

Most respondents considering a long-term stay in Poland come from the central part of Ukraine (31%), though if we

look at the total number of employees, it is traditionally dominated by residents of the western regions.

Almost 2/3 of those willing to stay in Poland come from cities. The least willing came from the north of Ukraine.

CAUSES AND CONDITIONS FOR LONG-TERM STAY

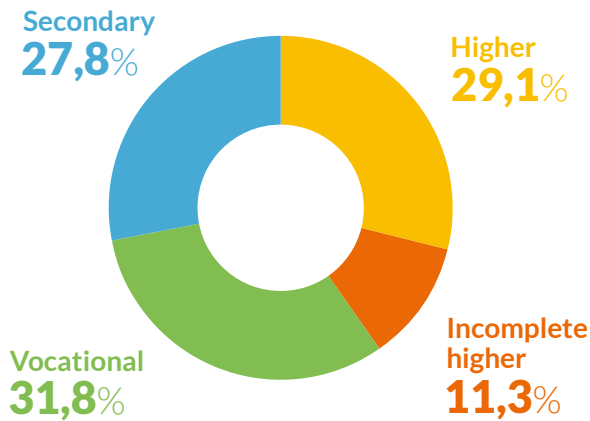
(THE GROUP OF RESPONDENTS WANTING TO LIVE IN POLAND PERMANENTLY OR FOR SEVERAL YEARS)

IN SEARCH FOR A BETTER QUALITY OF LIFE

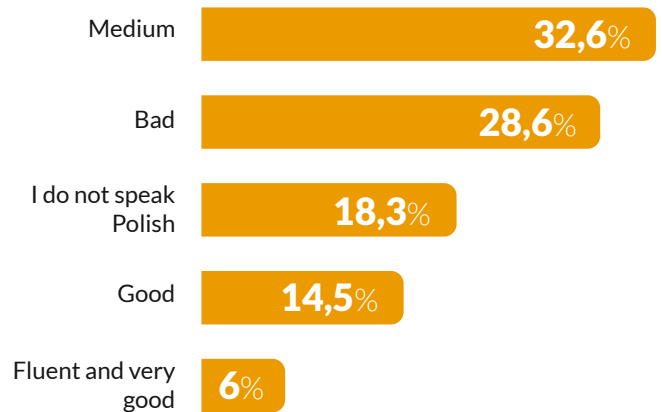
Over 40% of employees from Ukraine who would like to live in Poland, have higher or incomplete higher education. It is worth noting that the desire to live in Poland does not mean a good knowledge of the Polish language. Only every fifth respondent who is considering moving to our country, speaks Polish fluently (very good or good). Almost half of them assess their knowledge of Polish at a poor level or do not know it at all.

Among the arguments in favour of living in Poland, citizens of Ukraine considering such a step most often point to a higher quality of life (66.5%), more attractive earnings (46.5%) and better prospects for their children (46%). In addition, over 3/4 of respondents willing to stay in Poland agree that an accelerated process of granting permits for permanent residence in our country will affect their decision to move.

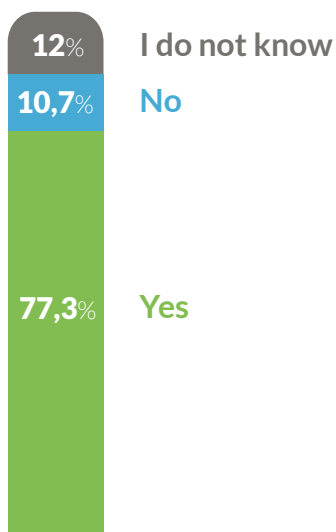
Education



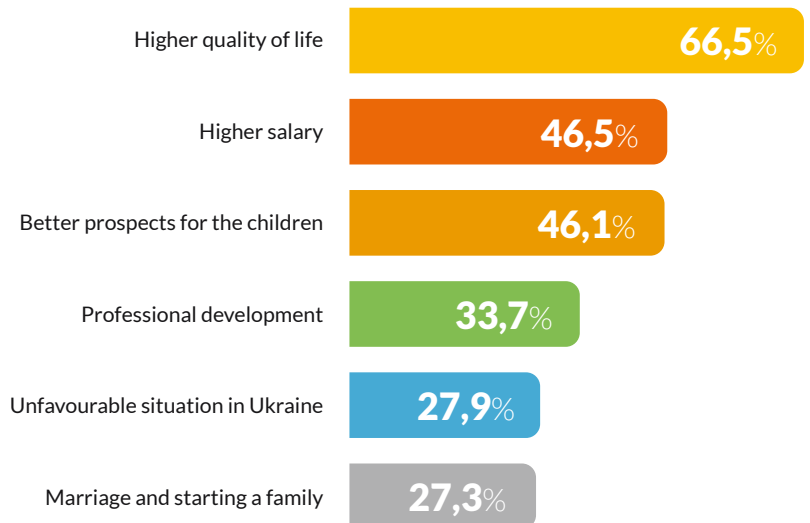
How do you assess your knowledge of Polish?



Would accelerating the procedures for permanent residence affect your decision to stay in Poland?



What would convince you to move to Poland permanently?



LONG-TERM POTENTIAL OF EMPLOYEES FROM UKRAINE

(THE GROUP OF RESPONDENTS WANTING TO LIVE IN POLAND PERMANENTLY OR FOR SEVERAL YEARS)

EXPERIENCED EMPLOYEES, FUTURE ENTREPRENEURS

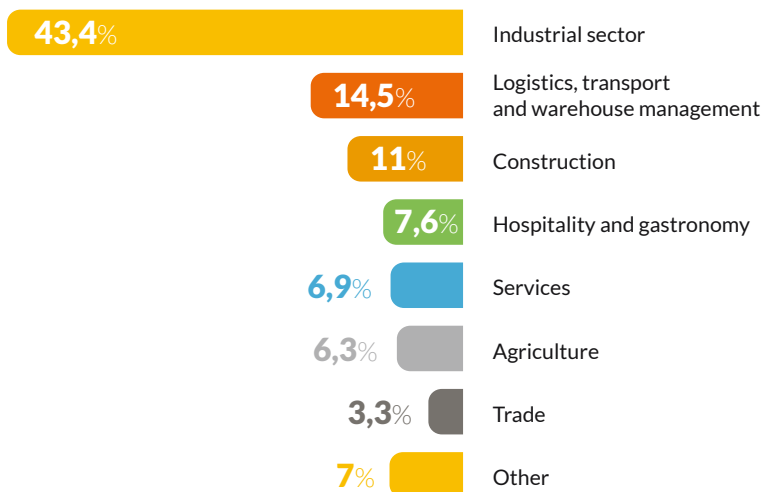
As with other Ukrainian employees in Poland, the largest part of respondents considering a long-term stay is employed in the industrial sector.

Up to now a commonly mentioned difficulty associated with adapting to a new job was employment in the profession not corresponding to the qualifications held. It is worth emphasizing that almost half of Ukrainians who came to work in Poland in a specified position and want to stay in our country has appropriate experience.

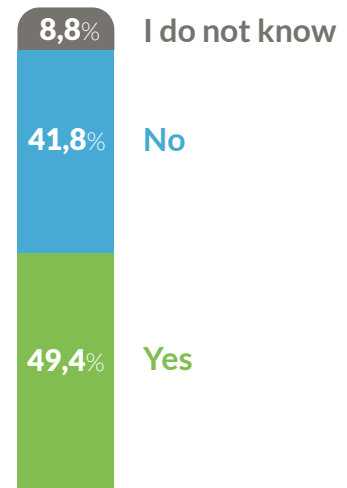
When it comes to planning to open their own business in Poland, the percentage of those willing to take such a step is larger in this group by 1/3 than among all respondents, amounting to 37%.

Services and trade are the industries in which migrants from Ukraine would like to open their own businesses, followed by agriculture (10%) and culture and entertainment (9%).

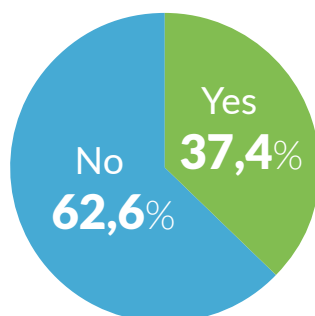
Which industry did you come to work in Poland for?



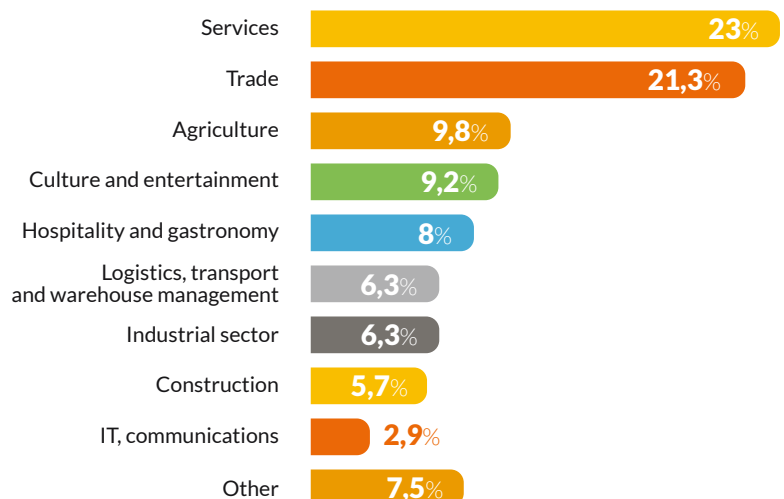
Do you have experience in the position you came to work in?



Are you considering opening your own business in Poland?



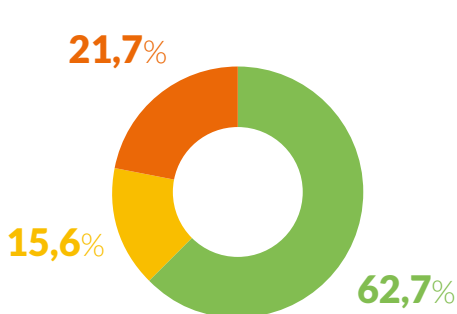
In which industry? (for those who plan their own business)



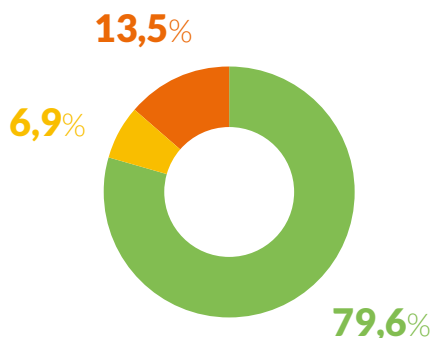
LONG-TERM POTENTIAL OF EMPLOYEES FROM UKRAINE

(THE GROUP OF RESPONDENTS WANTING TO LIVE IN POLAND PERMANENTLY OR FOR SEVERAL YEARS)

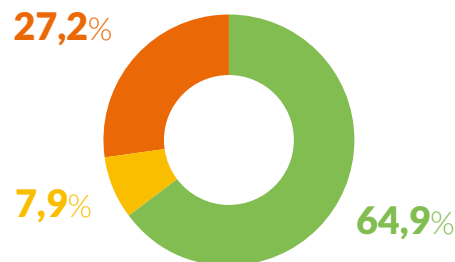
Do you plan to bring your family to Poland?



Would you like your children to study in Poland?



Would you like your children to permanently reside in Poland?

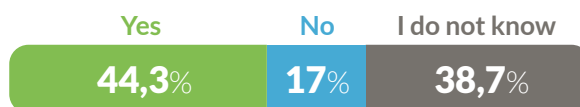


● Yes ● No ● I do not know

Do you count on receiving Polish retirement benefits?



Do you plan to live in Poland after reaching retirement age?



CONNECTING WITH FAMILY AND RETIREMENT PLANS

Almost 2/3 of Ukrainian citizens working in Poland that contemplate a stay in our country plan to bring their families to Poland. A similar number of respondents wants their children to live here.

Over 3/4 of labour migrants from Ukraine willing to live in Poland count on the opportunity for their children to obtain education in our country. This shows a high regard for the Polish education system among Ukrainian citizens and a conscious pursuit of long-term integration in particular aspects of social life.

Half of Ukrainian employees surveyed who want to live in our country is counting on receiving a Polish pension, and 44% of respondents associate their stay in Poland with reaching the retirement age. Given a relatively large share of answers indicating uncertainty about this period (39%), a large part of the respondents could not declare their retirement plans.

THE STUDY IN NUMBERS

59,2%

of employees from Ukraine plan to earn more in Poland than PLN 13.00 net per hour

49,1%

of Ukrainians working in our country will not agree to work without a signed contract

38,8%

of employees from Ukraine plan to bring their families to Poland

38,3%

of employees from Ukraine are counting on a Polish retirement

32,7%

of Ukrainian employees would like to live in Poland permanently

64,4%

of the respondents want their children to study in Poland

27,5%

of labour migrants from Ukraine are considering opening a business in our country

30,5%

of Ukrainian migrants experienced illegal work in Poland

51,4%

of respondents worked in our country before

8%

of employees from Ukraine like the simplified procedure of employing foreigners based on declarations

44,6%

of Ukrainian citizens working in our country want their children to permanently reside in Poland

31,7%

of Ukrainian citizens work in our country based on work permits

31,4%

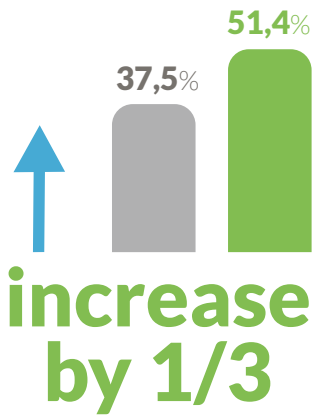
of labour migrants from Ukraine reside in Poland based on the biometric passport within the visa-free travel

22,3%

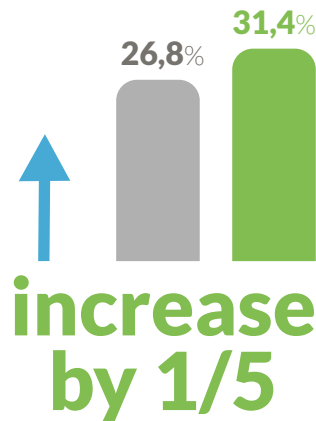
of employees from Ukraine would like permanent employment in our country

855

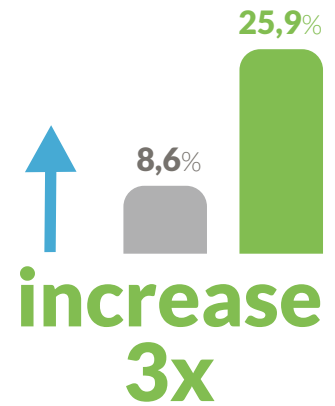
people were tested



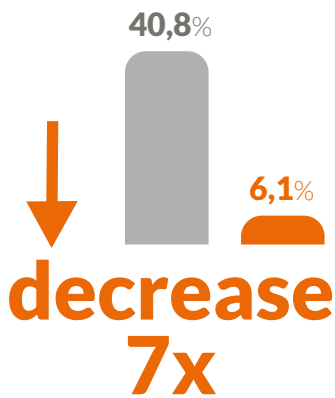
the number of Ukrainians who previously worked in our country



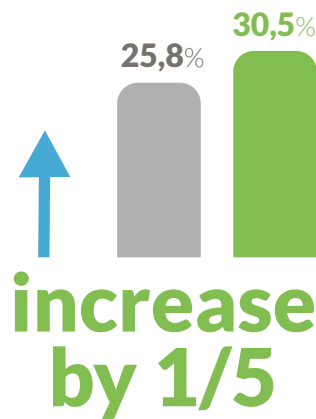
the number of Ukrainians residing in Poland based on the biometric passport within the visa-free travel



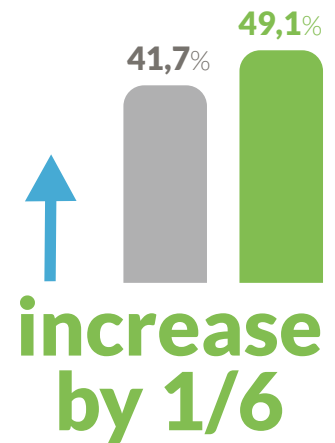
Ukrainians wanting to earn above PLN 15 net per hour



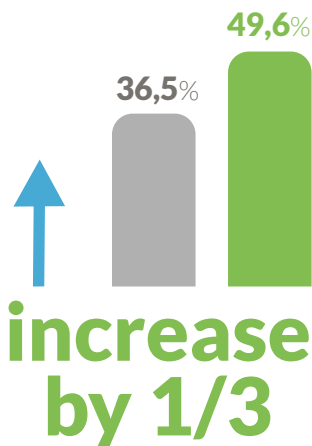
the number of respondents agreeing to work in our country for the minimum hourly wage



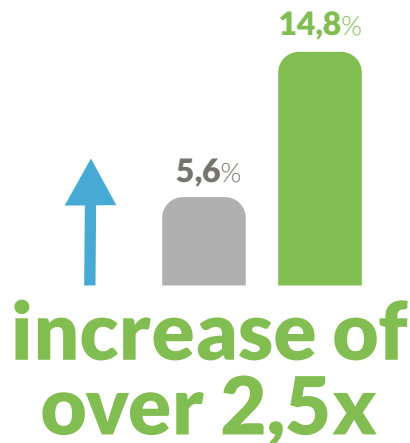
the number of migrants from Ukraine having illegal work experience in Poland



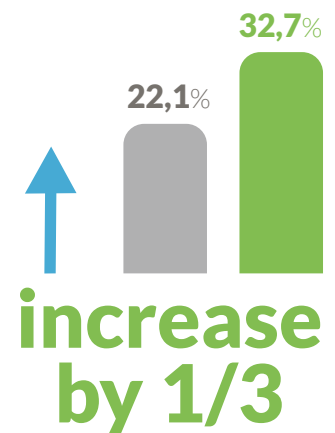
the number of respondents who will not agree to work in our country without a signed contract



the number of Ukrainians having friends or acquaintances among Poles



the number of Ukrainians working in Poland longer than 6 months during one stay



the share of migrants from Ukraine wanting to move to Poland permanently



WIKTOR ROSS, PHD
Polish ambassador
in Moldova (1994–2000)
and Armenia (2003–2004)

THE EMPLOYEES FROM UKRAINE ARE AWARE OF THEIR IMPORTANT ROLE ON THE POLISH MARKET

The sociological study of Ukrainian citizens employed in Poland conducted by the EWL Group, the Foundation for the Support of Migrants on the Labour Market 'EWL' and the Centre for East European Studies at the University of Warsaw is of great importance. It results from a very large and growing number of employees from Ukraine, who are more and more visible in our country and in its social context. They are young people, 85 percent of them being 18-45 years old. Compared to the study from last year they feel more confident in Poland and have a bigger clarity of their professional and personal life. They currently want to work longer in our country, often working longer hours. However, their earning requirements and awareness of the purpose of work in Poland are growing. The share of people counting on very high incomes also increases, which is connected with growing qualifications of this population. Ukrainians in our country no longer see themselves as 'cheap labour force', but are aware of their role in this difficult market.

An increasing number of Ukrainian employees want to stay in Poland permanently and bring their families and integrate with the Polish society. They generally feel safe here and rarely feel being prejudiced against by Poles. They also see the need of educating their children, which proves readiness of families to adapt to life in Poland. Of course, the expectations of Ukrainians towards Polish institution are still valid, particularly the improvement of immigration law and employment rules. Also, they expect employers to comply with the terms of the contract and apply solutions that facilitate their stay in Poland. These demands are becoming more and more rational and show greater maturity in making choices.

METHODOLOGY

The study of employees from Ukraine was carried out by means of direct individual questionnaire interviews. The selection of the sample was oriented towards finding respondents representative of the community of Ukrainians working in Poland. Thus, the interlocutors were selected in places where one could meet people representing all regions of this country, all age groups, professions and levels of education. The study included citizens of Ukraine who were staying, working or arranging formalities related to taking up a job in Poland and were ready to take that job.

In the period of 17 April - 31 May 2019 interviews were held with 855 adult respondents (18 years of age and above). The sample size (bearing in mind that about 1 million citizens of Ukraine residing in Poland) and the place of its selection ensure adequate representation. It is also confirmed by the cross-cutting nature of the selection of people covered by the study, which included the inhabitants of all regions of Ukraine (in line with geographic conditions, including the overrepresentation of citizens from Western Ukraine), the representatives of various age groups, occupations and levels of education, and city and countryside residents in proportions that correspond to the current demographic structure of Ukraine.

EWL S.A.



Founded in 2007, EWL S.A. recruits top-notch specialists from Eastern markets. 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. The Group provides HR solutions for most sectors of the economy in the European Union, including formalities related to staffing and legalization of stay.

EWL S.A. has 32 branches in 5 European countries (Poland, Ukraine, Belarus, Moldova and the Czech Republic), and last year opened 16 new offices in Ukraine. This is the company's response to the ever-growing demand for qualified employees from the East and the constant improvement of the quality of services provided to

candidates. For this reason, the company is planning - next to the working branches in Belarus and Moldova - to open further offices in other countries of the former USSR.

EWL S.A. wants to be as close as possible to its foreign candidates in order to look after them from the beginning to the end of the recruitment process and work in the target place. It guarantees the company's clients the recruitment of only matching and loyal staff. Thanks to advanced IT technologies and tools the recruitment process and employee management are getting faster and more automated. The result? A high percentage of orders and a low percentage of turnover of employees recruited by the company.

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

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.

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

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.



„UKRAINIANS ON THE POLISH LABOUR MARKET: EXPERIENCES, CHALLENGES AND PERSPECTIVES. A REPORT BY EWL’
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TEAM:

Anatoliy Zymnin, Mariusz Kowalski PhD (social geographer, content-related supervision), Zbigniew Wafflard, Olena Lytvynenko, Andrii Mahometa, Ivan Kolpakov, Anton Mishanin, Anastasiia Kramarenko

CONTACT FOR MEDIA:

Anatoliy Zymnin – PR Manager
tel. +48 535 888 815
anatol.zymnin@ewl.com.pl