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## Institutional support for immigrants in Poland

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### Abstract

*After 12 years of accession to the European Union, Poland has changed into an emigration-immigration country. Efforts in the article will concern on the analysis of institutional arrangements providing assistance to foreigners in all stages / cycles of life- from childhood through to the old age. In the last years global situation of immigrants in EU has changed and multiculturalism has begun to have more opponents than supporters. Still immigrants play an important role in a labour market- in the EU countries and also in Poland. Integration policy in Poland has not been fully developed but there are some good practices and institutional structures worth showing. This paper presents and discusses the available information on immigration to Poland and instruments of integration policy in the context of the existing institutional framework on the following areas of assistance:*

- local information activities granting substantive support about the rights, obligations and opportunities (including non-governmental organizations)*
- educational policy*
- family policy*
- health services for immigrants*
- activation of the unemployed immigrants*

Keywords: multiculturalism, immigrants, Poland, support, integration policy, active inclusion,

### 1. Introduction

Interest in the field of international and multicultural education is a very current case at present. Migration, globalization and every day changing world and relation between countries and culture have never been more intense than it is now.

Components of the culture are still the subject of much research and studies, in the multiculturalism case, the relation between people and culture includes not only differences of opinion but also and particularly, the relation between people of different religion, language, colour and tradition.

The purpose of this study is to present the multiplicity of threads and research taken in the area of institutional support for immigrants and an analysis of the approach to present solutions in Poland and to draw attention to the good practice from abroad.

Recent months have been dominated by social concerns and considerations on the integration of Europe. Looking into institutional systems and solutions used by host countries in the EU shows that institutional arrangements in themselves illustrate the climate and the approach to the integration process.

## **2. Immigrants in Poland and the EU – statistical data**

A strong bond between a social politics with demographic conditions determines nowadays the level and the direction of the needs of the society. The globalization era of mobility and migration determine new areas of needs, both the society that accepts immigrants and the immigrants society itself. The needs are diversified according to age, sex, a family situation, financial status, the state of health, educational level and the position on job market.

Analysing the direction of the influx of immigrants to Poland it's worth spare a thought to the situation of the European countries of choice. As a criterion it has been chosen the state of population and therefore the popularity of areas chosen by the immigrants as their new place of living.

The subject to analysis are corresponding countries: Germany, France and the Great Britain as three most populous countries in the EU as well as Poland ranked as the 6th (after Italy and Spain). According to Eurostat data (2014) from the end of 2013 estimate that its population makes up 8% of all the inhabitants of the union.

The period of 12 year presence in the structures of the Union abounded with the development and changes. As demographic data indicate, the undergone changes referred to the demographic structure of the societies – the percentage of children decreased, whereas the percentage of the elderly share in the society has significantly increased. The comparative analysis (GUS data years 2000-2008) prove the increase of the number of the population in the chosen countries - a slight one in Germany, in France about 3 million, in the UK about 1,3 million and simultaneously the decrease about 0,5 million in Poland. The estimated data of GUS from the year 2011 indicate that 265,8 thousand people emigrated from Poland (among them about 85% to the European Union countries) and 157,1 thousand people immigrated (among others 75% form European countries). Such data put Poland in the 4th position among European countries as regards the influx of emigrants (after the UK, Germany, Italy, Spain, France).

The majority of immigrants (727.000) came to Germany in 2013 from other countries of the EU. Destatis ([www.destatis.de](http://www.destatis.de)) announces that the number of immigrants amounted to 1,108,068 in the year 2013. At the same time 657.604 people emigrated from Germany, which makes up 11% increase in comparison to the previous year. Among immigrants the majority of them are Poles. The moderate increase of immigrants form the countries in crisis at that time was also noticed, namely Spain and Italy. However, the number of new immigrants from Bulgaria, Greece and Hungary decreased as compared to the previous year. The report published by the Organisation for Economic Cooperation and Development (2013) indicates the 40 % increase in migrations to Germany compared with the previous year. Experts find the causes of this phenomenon see in the crisis. Surprisingly enough, the Chancellor of Germany, Angela Merkel, in response to the results of the report warned that the immigrants came to Germany for paid work from other European countries and they were not entitled to any welfare benefits. The spokesman of the European

Justice Tribunal expressed his opinion that the country accepting the immigrants has the right to refuse the payment of welfare benefits if there exists the risk that the person searching for the job came to the certain country mainly to earn such profits.

The next country that comes second in the lead is France. It is estimated that about 45% all the immigrants in France come from other countries of the EU, about 30% however, form northern-western African countries (mainly from Algeria and Morocco). The research conducted by National Institute of Statistics and Economy Studies (INSEE, 2014) from the year 2008 showed that immigrants (or their offspring) make up 19% of the inhabitants of France. In some regions, for example the so called Paris region, immigrants make up 20% of the immigrants increase – form 4,3 million up to 5,2.

Since 2011, it was the UK that has made up the leading direction of the immigrants influx of the new wave – both those from the EU countries and from within. 566.004 people came to the UK in search of a better life. The significant increase and the influx of immigrants has been noticed since 2004, after the group admission of the new members in the EU (with Poland in the lead) as well as during the economic crisis in Greece and Spain. To compare, at the same time (2011) Germany accepted about 489,422 immigrants while France – 267,400.

In Poland the reliable data are accessed most frequently as based on the people register PESEL (Polish Identification Number), which provides the information about the migration streams for the permanent residence between 2004-2008 hesitated between 9 and 15 thousand. The Polish law obliges people who reside within the area of Poland with the intention of permanent residence to register immediately after the arrival and to check out while leaving the country in the commune, which passes the information to Polish Department of Foreign Affairs and Administration. This system, however, only reveals those people who come to the country with the intention to reside legally and fulfilling all the registration duties irrespective of the period since the arrival to Poland (Wydział Analiz i Badań Migracji 2011),).

The other reliable source of information concerning immigrants is the system called RESIDENCE conducted by the Department of Foreigners (UdSC). The system mentioned, conducts registration and keeps the record of foreigners in terms of residence, international protection, visas, invitations, unwelcome people. The information included in the system RESIDENCE refers to the EU citizens and their family members as well as the citizens of third countries. RESIDENCE is the only source of data in Poland in compliance with the Decree of the European Parliament and the European Council no 862/2007 regarding statistics The Community in the area of migration, international protection in reference to the definition of the category of country groups of birth place, the group of country of the previous residence, group of country for the following residence and groups of citizenship.

Serially, in Poland research is conducted providing other significant data about abroad migration. Most commonly they are conducted by Polish Main Statistical Office (GUS) in a cooperation with other institutions. Such research refers to various groups of foreigners living in Poland: those who have received job permission, study or work in Poland. The other useful research is the common population register.

From the data gathered from the previously mentioned sources as well as statistical social networking abroad published on the website of Ministry of Labour and Social Policy, it follows that in Poland 46905 job permissions have been issued in the year 2014.

It is unlikely, though, to estimate the exact number of immigrants in Poland on basis of the amount of job permissions issued since the bill introduced in May 2014. The foreigners bill simplified procedures of applying for the residence permission thanks to introducing changes in names: appointed residence was replaced with temporary residence, and settlement – with permanent residence. Additionally, the bill introduced plenty of conveniences for foreigners, among others: one permission for job and residence, convenience for foreigners studying in Poland and graduates of Polish universities, the opportunity to apply for permanent residence within the borders of the Republic of Poland for the foreigners who have obtained the Card of the Pole, a longer period of handing in applications for prolonging visas and residence permissions, prolonged from 2 to 3 years, the maximum time for which the permanent residence permission can be given. As a result of these actions, across the country a significant increase of interest in many forms of legalizations of the residence has been observed. In comparison with the analogical year before issuing the bill, there has been 76% increase regarding all the handed in applications in legalising residence. (Urząd Do Spraw Cudzoziemców 2015a).

In 2013 in concord with documented data presented by Ministry of Foreign Affairs, t These data do not include people residing in Poland on basis of short-term and long-term visas (Urząd Do Spraw Cudzoziemców 2014).

### **3. Directions of the immigrants influx to Poland**

Among people who own permission for the limited residence in 2013 in Poland, the majority of citizens come from Ukraine, Vietnam, China, Russia, Belarus, Armenia, Turkey, India, North Korea, the United States of America (Urząd Do Spraw Cudzoziemców 2014).

The E citizens have the opportunity to hand in applications for the residence registration of the EU citizen. In 2012 about 8 000 certificates were issued. In 2013 the greatest number of applications for the residence registration were handed in by the citizens of Germany (23% of applications), Spain (10% of applications), Italy (10% of applications), Bulgaria (7% of applications), France (6% of applications) and the UK (6% of applications). In the years 2010-2012 24% of all the applications for the residence registration of the EU citizens were handed in in Mazovia Province. Using the data published by the Citizen Registration from 2011 it can be noticed that among main reasons for the temporary residence in Poland for the EU inhabitants were family affairs, secondly, job affairs, whereas Vietnamese and Chinese people mainly for reasons connected with work (47% people and 49% people). Ukrainian and Belarusian people come to Poland for both work and family affairs. However, an educational motive is highly significant in the mentioned group (Migracje zagraniczne ludności...2011).

The most popular destination of a country of origin for the permanent residence in 2013 were respectively: Ukraine, Belarus, Russia, Vietnam, Armenia (Urząd ds. Cudzoziemców 2014). The tendency for the residence applications in terms of marriage to the citizen of the Republic of Poland by the citizens of Turkey, Nigeria, Egypt and Tunisia was noticed (Migracje zagraniczne...2011). About 10% immigrants entitled by law for the permanent residence were

born in Poland. 52% immigrants with the permission for permanent residence are between 18-44 years old and 72% of those people own at least upper secondary education (Migracje zagraniczne ... 2011).

#### **4. The system of providing support for immigrants**

The realisation of the right to a free choice of residence and work within the EU structures follows a series of economical, legal, social and cultural consequences. The basic element of functioning in the new reality is knowledge and the ability of gathering suitable information about the conditions of the country which accepts the immigrants: the occurrence of transitional periods, social and health insurances, the command of language, culture and customs.

Having opened their borders for mobile employees, the UE countries have made a series of preparations with a view to better assimilation of the new-comers with the accepting countries. They began with preparing short informational leaflets in immigrants' mother tongues. When that idea failed to be effective, information centres, websites started to spring up. The problem turned out to be so big that in 2009 in Treaty of Lisbon common assumptions of the immigrants and refugees integration policy have been worked out. There have been published a large numbers of publications and recommendations, among others here have been about 130 000 immigrants in Poland of different residential status (temporary status, permanent, long-term resident, the status of refugee, limited time residence) (J. Plewko 2010).

It's worth considering what institutional support might mean. The academic definition of an institution itself is a set of rules, norms in life, mutual relations and the work of the particular society members. However, the term of institutional and administrative ability is directly linked with the human capital in public sector activities. In practice, it refers to reforming the existed structures of public administration with a view to better functioning. Current trends in managing public administration adopt more and more practices of managing private sectors, and are open to postulates of the exterior clients as well as representatives of the civil society and average citizens (Europejski Fundusz Społeczny, 2010).

On European level special programmes have been introduced, the realisation of which are imposed on the countries that are admitted into the structures of the union. One of the key element of Poland accession to the EU was increasing the number of institutions and administrative organs and after the accession further modification of such structures. Financial means for the modification are annually invested in the form of European Social Fund (EFS). The common organ called SIGMA has been established (it functions on behalf of EU and OECD – Organisation for Economic co-operation and development), which aims at creating new legal frames and procedures which are the reflection of the best practices in Europe).

Among the status premises are: supporting structural solutions, promoting employment in EU, preparing employees and employers for the consequences of changes of global range and creating new job positions. In the light of considerations, the most significant aspect are the means form EFS gained by member countries which are destined for modification and reformation of administrative structures. The strategy and budget EFS are negotiated among the countries represented in Council of the European Union, European Parliament and European Commission. Member countries prepare 7-year-long operational programmes, which are required to be

approved by the European Commission. The initial data from 2013 (for the realisation of the programme between 2007-2013) indicate that 18 million people took advantage of EFS programme. 17% out of that group of people belong to the so called unfavourable group of immigrants, namely migrants, social minorities, convicts, the handicapped. In that period EFS supported initiatives in aid of administrative public sector modernization in the EU. Such activities expressed themselves in educational systems and trainings, establishing a net of cooperation between institutions that are in charge of education, trainings, research or employment. The activities referred to country, regional, local levels and expressed themselves in three main sectors: building up institutional capabilities, improving systems and research, creating nets.

The implemented programme EFS (2007-2013), sub-activity Investment in people, in statutory aims was sub-activity III – social integration of the unfavourable group (including migrants), and 76 billion euros were invested in the realisation of this programme.

Owing to the EU and governments' efforts (including Poland) more and more public services are available, which aim at providing support for mobile and migrating employees. Nevertheless, these are job unions and non-governmental organisations do the majority of work (European Trade Union Confederation, 2012).

## **5. The Polish policy of the foreigners integration – assumptions and guidelines**

Massive migrations of Poles after the accession to the EU in 2004 revealed the gap in Polish legal system regarding migration policy – in terms of migration to Poland and protection for the citizens of the Republic of Poland emigrating from the country as well as a series of problems accompanying them – the presence of the so called return migration and job demand of the citizens caused by numerous emigrations of the compatriots. The processes of migration policy connected with repatriation and Polonia have been monitored again. Since the Poland accession to the EU there have been passed a series of documents regulating affairs regarding the life in Polonia in emigration (e.g. :Card of a Pole Bill, 2007 – regulation for the citizens of the former USSR) and the citizens admission to Poland.

The Ministry of the Interior – Department of Migration Policy (2012) in the document The Migration Policy of Poland – the current state and postulating activities, enumerates privileged foreigners groups, for whom it is indicated to apply preferable/favourable legal solutions in terms of their residence and work. Those who belong to such group are: people of Polish origin, students, scientists, graduates of Polish universities, foreigners running their own business, especially those who create new job positions, immigrants for paid work of required qualifications, the citizens of the EU member countries, their family members, other foreigners availing of the right to the free flow of people, the members of Polish families and foreigners residing in Poland, the under-age without care, foreigners interested in the integration process in Poland and those who take up activities in this direction (e.g. taking up learning the language, being socially active etc.), people under protection within the area of the Republic of Poland (humanitarian, medical cases, human trafficking) and other categories, which can be isolated on the basis of international agreements.

The special group makes up the citizens of member countries and their family members. It results from the resolutions of The Treaty on the Functioning of the European Union (art. 21) and the directive 2004/38/WE of the European Parliament and Council (29<sup>th</sup> April 2004) in terms of the EU citizens and their family members to moving and residing freely within the area of member countries. These documents require treating them as the citizens of the accepting country in terms of the job market access, education, social care etc., which signifies that classical migration policy are in such cases of no use. For that reason, the foreigners belonging to the group mentioned above are not direct addressees of the activities recommended within the migration policy of Poland (Ministerstwo Spraw Wewnętrznych...2012).

The increasing number of immigrants in Poland poses questions about the model of integration policy towards foreigners, as well as their role and contribution in everyday life. Centrally coherent, local integration policy is the opportunity for creating tolerant societies, in which the immigrants population harmoniously mingle with the local community. Therefore, it is postulated that the range of cooperation with migrants communities should be increased as regards integration process of new foreigners, who take up activities bringing the problem of immigrants into Polish attention, activities in aid of gaining knowledge about the integration phenomenon and setting monitoring of the activities taken up within the integration process. As a key element of the efficient integration process a command of Polish has been indicated (Ministerstwo Spraw Wewnętrznych...2012).

The appointed Department for Foreigners in its competence is occupied with affairs regarding residence legalisation, granting the status of refugee, giving necessary services and expelling foreigners. In the whole country certain procedures have been simplified and at the same time raising qualifications and increasing the role of local councils in the process of integration.

## **6. Informative activity giving content-related support about entitled right, duties and opportunities**

The majority of European countries own in their governmental structures ministries acting on behalf of immigrants or specially appointed for these aims departments or units.

In Germany on a ministerial level there exists Federal Office for Migration and Refugees. The Commissioner for Immigration, Refugees and Integration is also appointed. All the tasks are coordinated by the Commissioner Office and The Ministry of the Interior.

In France, on behalf of Thee Ministry of the Interior there exist: The Ministry for Foreigners and Support and Nationality by The General Direction for Foreigners in France and French Ministry for Immigrants and Integration.

The exception is the UK, where immigrants affairs have never been the area of a formal policy (except for refugees integration), and ministerial departments pay more attention to all minority groups, not only immigrants. The immigrants affairs and their integration with the local community are considered on the level of Department for Communities and Local Government, Department of Education, Department for Business, Innovation and Skills and Department for Work.

In Poland immigrants affairs are considered by the Ministry of Labour and Social Policy – Department of Support and Social Integration and Foreigners Office. A part of duties is entrusted to The Ministry of Interior and Administration. Most commonly the units taking care of migrants and refugees affairs, directly cooperate with Ministries, units occupied with social policy, employment, job market, justice.

In countries, in which separate departments and ministries are appointed, frequently their work is the reflection of the recommended integration model. It is worth noticing, that even there immigrants affairs are considered in all the area of ministries of labour, education, justice, and the appointed special organ manages and coordinates them all.

In many countries of the EU regional units and departments play the key role. They both are obliged to use their own interior regulations regarding immigrants – they are in concord with decrees on a national level. However, they may differ in terms of proportions, the amounts of means allocated etc.

In Germany, these separate policies of the 16 lands are monitored by central organs. They independently set and realise the social, educational, family policies as well as the employment affairs. German Immigration Act issued in 2005 on a central level was supposed to be executed in all lands. Nevertheless, as the practice showed, Commissioners for Migration and Refugees of particular lands fulfilled the regulations independently. Lands with the greater number of immigrants fulfilled the resolutions and consequently administer the financial means differently. Unlike other lands, some went even further – for instance the land of Westphalia being in charge of educational policy of Essen and Dusseldorf, introduced lessons of islam religion as an element of the process of education (Desiderio M.V, Weinar A. 2014).

In the UK these are local councils that decide about the shape of the integration policy. The Department of Communication and Local Councils coordinates these activities. However, the realisation itself is left separately to Scotland, Wales, Northern Ireland and England. Some affairs have been always realised on a central level – antidiscrimination programme or assessing the citizenship, among others.

France, though, seems to be the example of the most centralised country policy in the whole area – all the local units lead the same governmental policy of integration, education, expenditures. Similarly, in Poland, on a province level, the resolutions of ministerial decrees of the central organ are realised (Desiderio M.V, Weinar A. 2014).

## **7. Non-governmental organisations in aid of immigrants**

An important role in the process of providing information about the accepting country, about the law, duties and privileges is played by non-governmental organisations. They are often considered to be the first link connecting immigrants with the accepting community and they accompany newcomers taking first steps in a new country. It is impossible to enumerate all the supportive groups. Nevertheless, among the most important ones are: local national churches (or other cult places), national associations, local organisations supporting different nations, foundations in aid of multiculturalism, minorities, local clubs, domesticated meeting points (e.g. French-Moroccan Help Centre), non-profit organisations and many others.

Nowadays, in Poland there exist a series of foundations and associations providing help for immigrants and popularising the idea of multiculturalism. In their status guidelines, such institutions aim at providing special help (including law counselling) , helping in office affairs, organising courses and trainings (including language courses), providing information about projects and initiatives in aid of immigrants, promoting tolerance, fighting with xenophobia and intolerance or aggression outbursts, promoting actions of the idea of diversity and multiculturalism among Poles and immigrants, familiarising with other cultures, organising educational and entertaining events and meetings.

Below there is a list of the most dynamic foundations and associations, mostly in main cities of Poland (the majority of which have their headquarters in Warsaw – in Mazovian province, inhabited by the greatest percentage of immigrants):

- Miejskie Polityki Migracyjne <http://www.politykimigracyjne.pl/o-projekcie/glowne-moduly-projektu>
- Info-migrator <http://www.info-migrator.pl/>
- Fundacja Afryka Inaczej <http://www.fundacja.afryka.org/>
- Fundacja Inna Przestrzeń <http://www.innaprzestrzen.pl/>
- Fundacja Kultury Świata <http://kulturyswiata.org/>
- Portal Strefa Wolnościowa <http://strefawolnoslowa.pl/?lang=pl>
- Stowarzyszenie Somalijskie w Rzeczypospolitej Polskiej <http://ssrp.org.pl/>
- Stowarzyszenie Nigdy Więcej <http://www.nigdywiecej.org/>
- Fundacja dla Somalii <http://fds.org.pl/>
- Fundacja Świat na Wyciągnięcie Ręki <http://swiaty.org.pl/>
- Fundacja Adulis <http://fundacja.adulis.pl/>
- Organizacja Sietar Polska <http://www.sietar.pl/index.php/misja>
- Stowarzyszenie Integracji Cudzoziemców  
<https://www.facebook.com/integracja.cudzoziemcow>
- Fundacja Nasz Wybór <http://www.naszwybor.org.pl/>
- Fundacja na Rzecz Zbliżania Kultur Open Art. <http://www.openart.org.pl/>
- Fundacja na Rzecz Centrum Wielokulturowego w Warszawie  
[http://cw.org.pl/pl/27-fundacja\\_.htm](http://cw.org.pl/pl/27-fundacja_.htm)
- Organizacja Punkt Info dla Migrantów  
[https://www.facebook.com/punktinfo/info/?tab=page\\_info](https://www.facebook.com/punktinfo/info/?tab=page_info)
- Fundacja Polskie Forum Migracyjne <http://www.forummigracyjne.org/pl/>
- Portal Biuletyn Migracyjny <http://biuletynmigracyjny.uw.edu.pl/>
- Fundacja na Rzecz Różnorodności Społecznej <http://ffrs.org.pl/>
- Portal Immigrants in Action <http://pl.immigrantsinaction.pl/praca/punkt-konsultacyjny/>
- Helsińska Fundacja Praw Człowieka <http://programy.hfhr.pl/uchodzcy/>
- Fundacja Ocalenie <http://ocalenie.org.pl/>

## 8. Access to education

Almost all education systems offer help for immigrants' children in mastering the language of the education of the host country. In European countries there are two main dominating models of the system of support:

- direct integration model, in which immigrants' children are integrated into the class system in public schools where they receive special language support to help them master the material during regular classes
- individual support model or in small groups

In the first integration model, the students are often sign up to a class year lower in relation to their age which enables them to at first improve their language skills. The language support is provided during the classes and is done individually for each immigrant student.

The individual support model assumes the teaching which is consistent with the needs in a specific period of time (usually from a few months to two years) and allows partial participation in public classes (B. Płatos 2010).

Often, however, the two models are combined. While taking into consideration the individual needs of the student, such method enables to strengthen student's language skills and accelerate the process of school integration. Most often then, immigrant students start their learning from so-called transitional, preliminary or introductory classes - this period usually lasts from a few weeks to a few months - but no longer than a year. At the same time the immigrant students together with the rest of a class attend public classes - arts classes, sports, foreign languages.

Another important issue is a possibility for foreigners to learn their native language. 20 countries created recommendations and rules concerning such education. The rest of the countries treat the teaching of the native language as voluntary and private initiatives, although often they are supported by local governments. Countries which pursue a policy on education of native language, most often base its organization on 3 main models:

- financing the education by the host country- 15 countries embody such a scheme, it is assumed that each immigrant child has the right to learn their native language, the groups are most frequently opened with a minimum determined of number of students
- teaching under both-sided agreements - present in 5 countries, where the infrastructure is provided by the host, the funding is divided between the child's country of origin and the country hosting a child, the teaching staff consists of the teachers from the country of origin
- the education funded by the embassies, associations and charities of the same origin as the immigrants' children , with the infrastructure made available by the host country. This model is rare, operates in Poland and two other European countries (H. Stalford 2012).

10 EU countries (Spain, Italy, Czech Republic, England, Slovenia, Lithuania, Luxembourg, Hungary, Portugal, Ireland) in the majority of schools (especially in areas with a high percentage of immigrants) under the recommendations of local governments employ auxiliary teachers who are responsible for the integration of immigrant students in schools. These pupils often have the

status of students with special educational needs and an assistant teacher is employed to support their education process. Some European countries entrust such work to the social workers (Slovenia, Spain), invoke linguistic and cultural mediators (eg. in Italy, Portugal), coordinators of regions (Lithuania), psychologists (Hungary), mentors (England). All of these people are employed directly in schools and the purpose of their presence is to help families, students and teachers to achieve full integration, troubleshooting, and strengthen contacts with the local environment (H. Stalford 2012).

Another of 5 European countries - Belgium, Bulgaria, Wales, France and Austria set up special regional centres which provide information about the process of education of immigrants' children. These structures are funded by the government and are responsible for providing support for parents and students. They also act as a link between the school and the family (H. Stalford 2012).

The rest of EU countries often practice above-mentioned developments, but they are not mandatory. In Estonia, for example, the students-tutors are appointed who introduce immigrant children to the school system during periods of adaptation, or the cooperation with parents is arranged (forming so-called networks of parents from different cultural backgrounds which enable them to share their experiences and provide advice in their native languages – an example from outside the EU - Norway (H. Stalford 2012).

An important area of concern are acts of discrimination in schools that occur on grounds of nationality. There is no general disposition for recording any acts of this nature which makes it difficult to examine the scale of this phenomenon. The Netherlands is one of the few countries to have a central system for recording and monitoring racist acts in schools. In Germany this remains in the decision of a particular lands. In the UK, the schools send periodic reports about such acts of discrimination to the local authorities. Hungary and Slovenia also have summary reports, but these in turn are run by NGOs. Poland does not lead any records in this regard (Education, Audiovisual & Culture Executive Agency 2009).

The situation is quite similar if it goes to monitoring and tracking the school's achievements of immigrants' children. Only the United Kingdom includes a comprehensive program of students' achievements with division for ethnic groups (D. Szelwa 2010).

The decentralized education system in the UK is responsible for the lack of national systems of teaching programs. In the schools the language of instruction is English and there are no additional lessons of the native language for the children from immigrant families. However, more and more emphasis is being placed on multiculturalism in British education, visible eg. in the cooperation with the local organizations working for immigrants or in hiring teaching assistants, educators representing a particular ethnic group. Recently, there are also discussions taking place on the presence of religion and related ceremonies in British schools (J. Plewko 2010).

Germany for a long time has neglected the issues related to the integration of immigrants. Today, however, much emphasis is placed precisely on the integration with the host society. New immigrants who wish to take full advantage of social facilities, are required to conclude the so-called 'integration contract', which obliges them to learn German, to educate children in German

schools and to be ready to participate in social life. Since 2007, failure to comply with the provisions of such contract can result in a sanction - a fine of up to 1 000 euros and the reduction of social benefits by 30%. A person who applies for citizenship has to pass a test of knowledge about German society, culture and law. Germany as one of the few countries in the EU (along with Romania) offer solutions for issues related to the school attendance. For the first four years of education, immigrants' children are taught in separate classes of public schools (J. Plewko 2010).

In the approach to the education of immigrants' children France has many years of experience. The implementation of many programs and teaching models has resulted in pedagogy focused on the development of the extended learning community. This practice is a response to previous errors and challenges and provides a close cooperation between a child, a teacher, the environment of origin, the local community and family. Many French schools organise interdisciplinary teams of teachers of foreign languages, foreign cultures, teachers foreigners, French teachers in consultation with social workers, local organizations, representatives of other cultures, so that children attending the school can get to know their surrounding reality at a linguistic and cultural level - with emphasis on the history and origin (B. Płatos 2010).

In France, a model of cultural community and the policy of assimilation of immigrants have been implemented over the years. The naturalization of foreigners assumed that immigrants applying for citizenship, at the same time decide also to adopt a binding model and values of the French society. Therefore, granted citizenship is relatively easy to get, with no special knowledge tests, just after 5 years of legal residence, and in the case of marriage to a French citizen, even after a year. Also dual citizenship is accepted (B. Płatos 2010).

In Poland, the Ministry of Education has began collecting the data connected to the education of immigrants only since 2000. On its basis, it is estimated that the number of students varies between 4 000 - 6 000. In 2007 Polish education system has been employing 775 foreign teachers. Unfortunately, the data published by the CSO does not take into account the distinction between foreigners who are members of the EU and non-EU countries. The only information published by the Ministry of Education for the school year 2006/2007, shows that in this school year, 2,025 students in total attended to the Polish primary schools, of which 309 came from EU countries, 1716 from countries outside the EU and 799 with the permanent residence card. The highest percentage of immigrant children was recorded in the Mazowieckie province. At the stage of secondary schools, the highest amount of foreigners has been also reported in Mazowieckie province with a total of 657 students nationwide. 97 of them were students from EU countries, 560 from the countries outside the EU and 339 with the permanent residence card. 675 students in the school year 2006/2007 continued their education at upper secondary level (data from MEN).

Depending on a year, at the academic level foreigners account for about 0.8-1% of all students in Poland. In the Polish system of education immigrant children have a right to benefit from education on the same basis as Polish citizens, regardless of their parents' situation. For children who do not know Polish language, right commune (dependent on the place of residence) has the obligation to organize free lessons.

All actions undertaken for the improvement of the immigrants' education are complemented by a teacher training system. The greater part of the EU countries recommends training and improvement of teachers' multicultural competence. Several countries issue special guides which outline the standards of teaching in multicultural classes. The specialized materials and teaching aids are made available to support the work under specific conditions. Teachers also learn how to plan and conduct lessons in multicultural environments. Those conditions in themselves constitute a recommendation for Polish training system for teachers, to expand their teaching program for the acquisition of multicultural competences and intercultural education. It seems to be obvious that only properly prepared teacher is able to help children from different cultures in full integration.

Polish language courses organised for adult immigrants are a key factor in the foreigner's integration process. If a foreigner knows the language of the country in which he/she intends to reside or already resides his chances for successful integration rise significantly. Therefore, special emphasis should be placed on its education. Meanwhile, usually there are no budgetary resources allocated for the conduction of the language courses. Provincial governors do not deal with the grants for the education of Polish language. Part of the NGOs offers free tuition for learning Polish language to immigrants by financing it with their own means from statutory activities or from donations.

## 9. Family policy

Pro-family policy is defined as all regulations, performance standards and resources mobilized by the country to create right conditions for a family, for its the creation, operation, development and performance of functions (A. Kurzynowski 1991).

Each EU country has a policy for supporting the family, including the migrant family - these actions are further intensify in the face of an ageing population, demographic decline and the relatively low proportion among people in the working age and older. To the solutions of pro-family policy the most frequently included are: free healthcare for mothers and children, financial benefits associated with childbirth, maternity and parental leaves, family allowances, benefits for childcare, tax relief, the wide availability of childcare facilities and kindergartens, housing allowances, special treatment of large families, targeted benefits, subsidizing grants e.g.: textbooks, meals, discounts on public transport or scholarship programs (Kancelaria Senatu 2013).

The French pro-family policy has evolved along the social changes. The data from 2011 informs about women's fertility at the rate of 1.96 children per women - which in European conditions is a very good result. The population is steadily growing, of course, also with the influx of immigrants. Functioning **Card of a Large Family in France** entitles families to discounts on public transport (the size depends on the number of children – with five children up to 75%), discounts at cinemas, museums, sports facilities and certain service points. Maternity leave in France lasts 6 weeks before and 10 weeks after birth, it is mandatory and prolongs its duration for subsequent children in the family. Fathers can take advantage of the 10-day paternity leave during the first 4 months after child's birth. Every parent, who in an earlier period worked at least one year can take parental leave until child's third birthday. During the parental leave, everyone is entitled to the care allowance of €560.40 per month (data from 2013) with the possibility to work

to 32h per week. After the paid parental leave, a parent has the right to return to previous employment to a similar or the same position (R. Fraç 2013).

Each time, regardless of the income French nationals are entitled to family benefits. Women after childbirth are paid one-time cash benefit in the amount of 907, 60 euros (data from 2013), during maternity leave 100% of salary is given, however not more than 2,516 euros (unless the employer pays the difference). With regular medical examinations families can apply for so-called basic allowance of €181.52 per month (for children under 3 years) (R. Fraç 2013).

The more numerous families are entitled to allowances for raising children in the amount determined according to the number of held offspring, but not less than 126.41 euros per month. The housing allowances, benefits for school-going children and allowances for disabled or orphans are paid to the families individually and are dependent on their income.

What is more, large families pay lower taxes because their income is divided between all family members. The country also supports parents in the childcare offering free hourly kindergartens for children aged 3-6 years and the costs of employment of babysitters are partly covered as well (parents also get the benefits). Such means allow parents for almost complete coverage of their salary. The repayment for full-day kindergartens is also dependent on the income, but not more than 15% of their value. France is known from a very high rate of dissemination of pre-school education, and the proportion of women aged 25-54 working full-time is over 80% (R. Fraç 2013).

The high fertility rate is undoubtedly affected by a higher proportion of fertility among immigrant women. In 2009, the percentage of fertility among immigrant women was 3.51, among native French women 1.89, but the overall participation of immigrant women aged 20-40 years did not exceed 7%, which increased the fertility rate of 0.1. These differences are observable in the relation to the region (Guyana 53%, in Paris 26% of children in 2009 were born to immigrant mothers) (M. Czarnik, M. Kot, J. Urmański 2012).

Currently, the French government debates on the reduction of family benefits by 2016, by 2.14 billion euros. The demands have risen to limit benefits for the wealthiest families, however, as a result of social protests in June 2013 it was decided that the principle of universality will be maintained – although the tax reliefs limits has changed and the care allowance for children under 3 years has been reduced for the richest citizens (M. Czarnik, M. Cat, J. Urmański 2012).

In Germany, the fertility rate in 2011 amounted to 1.4. The decisions made by the government which restricted the influx of new immigrants also contributed to the deepening decline in German population. In 2009 Germans payed 2.1% of PKD for implementation of pro-family policy's actions, of which only 0.7% is intended for the care of young children. The German pro-family system similarly to the French one declares paid leave to take care of small children, tax reliefs, benefits and paid 14-week maternity leave. After maternity leave, each parent is entitled to a 3-year parental leave with the allowance payable for the first two years, and the possibility to work up to 30 hours per week. Parents are also entitled to an additional 10 days of paid leave to take care of a sick child. German law does not provide paternity leave. The basic family benefits include: parental benefit, child benefit and child allowance (during low-income). Parental benefit is paid to one of the parents after child's birth and depends on the amount of the last salary,

ranging from 300 to 1,800 euros, for each additional child in the family, an additional 300 euros is received. These regulations also apply to adopted children and the allowance may be paid for a year in the full amount or for two years in half of its value (M. Czarnik, M. Kot, J. Urmański 2012).

Child benefit is paid for each child under 18 years old, regardless of the family's income. This time may be extended up to 25 years old if a child studies at the university. The amount of this allowance is 184 euros per month for the first and the second child, 190 for the third and 215 euros for each additional.

Every single parent gets additional 100 euros per month, and those with the lowest incomes receive 140 euros per month. Since 2011 the government also introduced subsidies for the poorest in the form of reimbursement of school trips, grants for school supplies, allowances for the travel costs and meals, and 10 euros per month for the child's participation in cultural life. The poorest citizens and residents can also benefit from housing subsidies. Anyone with a child under 18 can also take advantage of tax relief – if a married couple shares its financial responsibilities – together with the relief to provide care for a child from 7008 euros per year.

The care of small children, once they have completed one year, is organized by the federal states and municipalities lands and communes. In 2011, the rate of dissemination of preschool education reached up to 93% - for children over 3 years - who are guaranteed with a nursery place (M. Czarnik, M. Kot, J. Urmański 2012).

In recent years, debate rages on the immigrants' abuse of social facilities - the procedures of benefits extortion have been observed, in particular child allowances. Immigrants due to the lack of border control often collect benefits in both countries - country of residence and the country of origin, moving freely and benefit from reliefs. The benefits are also often collected for children who stay in the immigrant's country of origin and he/she as a representative of the family resides temporarily in Germany. Since 2013 the proposed solution for such misuses are introduced in the form of fines and temporary bans on settlement.

In the UK, the fertility rate oscillates around 1.98 to which after 2005 Polish women have started to significantly contribute by giving birth to an average of two children. On average, 3.58% PKD is directed to the implementation of the pro-family policy, of which 2.13% goes directly to the families. Maternity leave is entitled to women who prior to their pregnancy have worked at least 26 weeks for the same employer and have earned a minimum of 125 euros a week (in calculation). Maternity leave lasts 52 weeks, of which the employer pays 39 weeks - weekly around 145 euros. If a woman does not meet the above criteria of employment, she is entitled to the maternity allowance which is paid from the public funds with similar value of around 145 euros weekly – the condition is to work at least 26 weeks before the child's birth with a minimum wage of 35 euros a week. For women who do not meet any of these criteria remains the sickness benefit and its value is determined officially, and granted for a period of six weeks before birth and 14 days after birth. The child's father is entitled to a leave payed 150 euros a week, and to each parent 13 weeks of free leave within five years (no more than 4 weeks per year) (Kancelaria Senatu 2013).

The basic family allowance is an allowance for a child. It is the amount which is subjected to revaluation every year, it's non-taxable amounting to about 100 euros a week in 2013. For each additional child, another 16 euros is entitled. Since 2014 also the limits on income have been introduced, so that the allowance is entitled only to families whose annual income does not exceed 53 thousand euros per year. David Cameron's government also abolished the one-time benefit paid after the birth of the equivalent of about 600 euros (Kancelaria Senatu 2013).

The poorest can still count on the country's help in the form of benefits-allowances for the family - paid if the income criterion does not exceed 50 thousand euros annually – maximum 670 euros per family and 2,100 euros per child per year (Kancelaria Senatu 2013).

Working people with low incomes who employ care for their children are reimbursed up to around 70% of the cost. Another form of help is the assurance with free healthcare for a mother and a child and housing benefit alongside annual low-income. Because in the UK compulsory schooling applies for children from 5 years old, earlier pre-school care is not compulsory. 3-4 year olds can attend nursery schools, where they are provided with free care up to 15 h per week (3 hours daily) by local governments. Longer stays are extra charged and families with the lowest incomes can apply for funding, although not more than 210 euros a week (Kancelaria Senatu 2013).

Pro-family policy and the associated benefits generate many emotions, especially if their main beneficiaries are the immigrants. However, just like the host society (of the host country), immigrants are obliged to pay taxes and that gives them the same full right to use and receive benefits. The case in quite controversial way divides British society, but in particular touches Polish people, who now constitute the largest group of immigrants receiving social welfare benefits.

In Poland the family benefits are also an important instrument of state's family policy. The targeting of social benefits is provided through the local authorities (mayor, village mayor, city president) as delegated responsibilities of the government. The primary benefit is - dependent on the fulfilment of the income criteria – the family allowance, entitled to families raising children, including families in difficult material situation, which aim is to partially cover their expenses. The amount of the allowance is higher in the first 3 months of its collection, and then declines. According to the announcement of the Minister of Labour and Social Policy from 16. of May 2014 on the amount of the benefit for unemployed (Monitor Polski of 2014 r., poz. 367), the amount of the allowance will be increased, ranging from 522.10 zł to 997.40 zł. According to Eurostat data, in Poland in 2012, 29.3% of children under the age of 18 were at risk of poverty, while the average for 28 EU countries amounted to 28.1% (B. Kłós 2011).

Other forms of support are all kinds of additions to the family allowance (entitled depending on the individual family situation) due to: having a child, raising a child in a large family, child care during the period of parental leave, single parenthood, losing the rights to unemployment benefits due to the expiry of the statutory period of its collection, education and rehabilitation of a disabled child, start of the school year, signing up a child to the school situated outside the place of residence. The additions however, are not independent benefits, which means that the right to obtain them derives from the right to family allowance. Family benefits are mandatory and are entitled upon request, under the condition of fulfilling uniform income criteria and other

conditions laid down by law. Taking into the consideration the support and well-defined framework for the income criterion, it is clear that currently Polish family benefits system supports mainly poor families and in a very small proportion indigent families, whereas single-parent families and families raising children with disabilities receive special support Ministerstwo Spraw Wewnętrznych - Departament Polityki Migracyjnej (2014).

Polish regulations on access of third country nationals to social security benefits enable them to take advantage of benefits which depend on the particular residence title owned by a foreigner (including indefinite residence permit), for which a foreigner can usually apply only after a certain period of time (in the case of a permit to settle these are usually three years or 10 years, and a long-term EU residence permit - at least 5 years). After 1 May 2014, when the Act on Foreigners began to operate on 12 December 2013, for some groups of foreigners this period shortened up to 6 months of work and stay in Poland Ministerstwo Spraw Wewnętrznych - Departament Polityki Migracyjnej (2014).

## **10. Health Service**

The data on the health status and health care utilization by immigrants are not available in most EU countries. For example, only 11 of the 27 EU countries maintain a register of data which specifies immigrants' access to health care. This register is run at the national, provincial or district level, according to each country.

All EU countries formally respect the right of everyone to the highest level of physical and mental health. This right is contained in numerous international and European acts which European countries have agreed to respect. There are various international mechanisms available in order to protect and provide redress in case of violation of the right to health. In many cases, the obligation to respect the right to health is stored in the national legislation, including the constitution and other laws.

All EU countries are also members of the United Nations and acceded to its fundamental international treaties concerning human rights, including the International Covenant on Economic, Social and Cultural Rights, Article 12, which defines "Right of everyone to the enjoyment of the highest attainable standard of physical and mental health", belonging to every human being, regardless of his or her nationality (UN 1966).

Also, as members of the World Health Organization (WHO), the EU countries are obliged to accede to enacted laws. Some EU countries have also played a significant role in the formation of the Resolution on the "health of the migrants" by an international team in 2008 (World Health Assembly 2008). Also, as members of the International Labour Organisation (ILO), the EU countries are obliged by the Constitution, which defines the principles of social justice for all people in the work environment, including "In countries other than their own" (B. Rechel, P. Mladovsky W. Deville, B. Rijks, R. Petrova- Benedict, R. McKee, 2011).

In Poland, the range of permissions and health benefits to a large extent depend on the legal status of a given immigrant. The foreigners have access to the Polish public health care facilities, if they themselves (voluntarily) or their employers (mandatory) pay insurance premiums. In the case of refugees, the foreigners with the tolerated stay permit and foreigners with permanent

residence permit (in the absence of work), health insurance premiums can be paid by the district labor office or a social welfare centre. In Poland, EU citizens who are insured in their country of origin can obtain medical services on the basis of the European Health Insurance Card. Each immigrant/ refugee in Poland who has health insurance is covered with free medical care at exactly the same conditions as Polish citizens: free GP care, no referrals to a narrow group of specialists, admissions to the hospital on the basis of a referral, etc. (A. Kosowicz, M. Piegat-Kaczmarczyk 2015).

Every patient, including an immigrant, who goes to a doctor has to confirm the validity of her/his insurance. In urgent cases, a document can be delivered to hospital facilities within 30 days.

The only group in Poland which is entitled to the privilege of free treatment without the need of valid insurance, are people applying for a status of refugees - they can benefit from hospital care, emergency, primary and secondary care fully free of charge. Such help is also given to the children on the basis of a contract between the Office For Foreigners and it is coordinated by the Central Clinical Hospital of the Ministry of Foreign Affairs and Administration (D. Cianciara, K. Dudzik, A. Lewczuk, J. Pinkas 2012).

The immigrants are provided with special guides which describe the Polish healthcare system, informing e.g. about the long-term system of appointments with medical specialists, the need to appear to the scheduled appointment and the potential consequences of patient's absence. These guides also give an insight into Polish cultural conditions and equality of gender in the professions. In some cultures it is common to go to the doctor of the same gender, in Poland, doctors have different specializations. The choice of doctor's gender is only possible if the health centre employs many specialists, but this fact needs to be reported at the moment of registration. A guide also contains information about the length of validity of prescriptions, emergency care and the instructions connected to ambulance call. It discusses in detail the questions asked by the depositor, in order to be better prepared for potential interviews.

For immigrants without social insurance (and also all the other uninsured persons) there are special centres in operation, where they can make an appointment with GP or the specialists who provide assistance free of charge. It is worth, however, to set up the appointments by phone as they are not available every day. The guides also provide information about abortion, examinations, prevention of pregnancy, childbirth, the vaccinations system and infectious diseases.

## **11. Professional activity of immigrants**

The European Trade Union Confederation (ETUC) which works in the area of Union and in its particular countries, acting at the national level, tries to not only give advice and support on issues related to the employment, but also in the matters of social support. In the context of the right to mobility of workers, the affiliated members of ETUC also postulate the full right to social protection. The outcome of such actions resulted in opening of advice and consultation centres in national capitals, which work in concert with the trade unions of the immigrants' countries of origin and the trade union representatives of the host country. The advanced work is also being dedicated which aims to combine the support system at the international level in conjunction with the Interregional Federal Council, so that each of the unionists in Europe can have access to

standardized information, training and support. However more often, individual tasks are carried out by the individual federations and local departments, and the undertaken responsibilities include i.e.:

- providing information about the rights of the labor market of each country in various languages,
- provide guidance and legal advice in the host country,
- assistance in obtaining redress,
- inclusion of the immigrant workers in the ranks of the trade unions,

Acting on behalf of immigrants' integration with the local environment, they also join in the number of actions dedicated to the host society, promoting integration, tolerance and equal rights: cultural events, demonstrations, sports events, cooperation with local authorities (The European Trade Union Confederation 2009).

The results of questionnaire research conducted in 2006 among the Trade Unions, indicated that most popular actions are undertaken at national and regional levels. Among the various forms of action most frequently used were publications, conferences, seminars, training or running temporary campaigns. The International Trade Union Confederation also indicated the areas of cooperation with NGOs of the host country, organization of joint actions and emphasis on the inter-state cooperation, in particular in border regions. The service-type activities - translation, legal advice provided in the native language, were also included in the aid structures (European Trade Union Confederation 2009).

The system of social support for people without work has changed in Britain since 2014. Immigrants can apply for benefits after 3 months of stay and weekly wage during allowances can not exceed 150 pounds a week (European Commission 2013a).

The period for the payment of allowances for the unemployed has been also shortened for about 600 thousand immigrants - from six months to three months. The changes also include compensatory allowance for low-paid workers, which enables them to meet the minimum of their assessed earning potential. The need to deport the homeless and ban their entry for a period of one year is also being postulated (R. Marangozow 2014).

In Germany after the abuse of social benefits for the unemployed, or those for setting up their own business, the checks have been intensified to eliminate the establishment of business solely for the purpose of benefits obtainment. The German Government proposes the requirements for the presentation of realistic business plans during the moment of registration of the company. In the services sector the obligation is also postulated to acquire the documents which prove the legality of employment. In case of irregularities the fines and temporary bans on settlement can be expected (European Commission 2013c).

In France in 2012, 2.8 million immigrants over 16 years old undertook the work. Among the conducted studies a higher labor participation of immigrant men than women has been noticed. Among immigrants higher unemployment rates than among the French have also been observed - about 8% higher (16.9%). These results are significantly more beneficial for immigrants with

higher education. Most of the immigrants find employment in services: hospitality, catering, construction, cleaning services and works that do not require specific skills. The study also showed that immigrants appreciate the system of part-time work, and the chance for promotion in practice is 14 percentage points lower than that for native Frenchmen (A. Escafre- Dublet 2014).

In Poland, exempt from the requirement to obtain a work permit are:

- EU nationals and their families
- EEA nationals and their families
- people with permission to settle in Poland
- people with a long-term resident status in another country
- a person with a valid Polish Card
- people who have other international agreements allowing the execution of work without permission (Mikulska A. (ed.) 2009).

In addition, the Regulation of the Minister of Labour and Social Policy from 21 April 2015 lists the following groups of people that can work in Poland without a permit:

- trainers, taking part in professional internships, serving advisory functions, supervisory or requiring specific qualifications and skills in programs implemented as part of the actions of European Union or other international aid programs, also on the basis of loans taken by the Government of the Republic of Poland
- who are teachers of foreign languages, who work in kindergartens, schools, institutions, centres, teacher training institutions and colleges, which are referred to in the regulations of the education system, or in the Voluntary Labour Corps
- who are members of the armed forces or civilian staff, who work in international military structures located on Polish territory, or who are foreigners delegated to initiate armament programs implemented under agreements, of which Poland is a signatory
- who are permanent correspondents of foreign mass media, to which they were allocated on the request of the chief editor of a foreign editorial board or agency, accreditation of the minister responsible for foreign affairs, but only in terms of professional journalistic activities carried out for the editorial board or agency
- who perform individual or teamed artistic services lasting up to 30 days per calendar year
- who deliver speeches up to 30 days per calendar year, occasional lectures, reports, presentations of a particular scientific or artistic value
- active athletes, up to 30 days per calendar year, who work for an entity established on Polish territory in connection with sports competitions/events
- who execute work in connection with sports events of international rank, directed by the relevant international sports organizations
- who are priests, members of monasteries or other persons who perform work in connection with the service of the religious functions, in churches, religious associations and national church organizations
- full-time students or participants of doctoral studies completing their studies in Poland
- students who perform work for their professional internships or work which is needed for the proper performance of the co-operation of public employment services and their foreign partners

- students of universities or vocational school students in the countries of the European Union or of the European Economic Area that do not belong to the European Union nor to the Swiss Confederation, who execute work as a part of apprenticeships provided for in the regulations of the studies or in the curriculum, the referral for such apprenticeship (from college or vocational school) is needed
- who participate in cultural exchange programs or educational programs, humanitarian aid, or development programs, or in summer job programs for students organized in consultation with the minister responsible for labor issues
- who are graduates of Polish secondary schools, higher education, or doctoral studies at Polish universities, of research institutes of the Polish Academy of Sciences or research institutes operating under the provisions of the Research Institutes operating under the regulations of the research institutes
- who work as academics in the entities referred to in the regulations on research institutes
- who are delegated by a foreign employer to work on Polish territory, if they retain their place of permanent residence abroad, for a period not exceeding 3 months in a calendar year, in order to: a) perform installation, maintenance or repair work, provide with complete technological equipment, structures, machinery or other equipment if a foreign employer is their manufacturer, b) collect ordered equipment, machinery, other equipment or parts manufactured by the Polish company, c) provide training for employees of Polish employer who is the recipient of devices, structures, machinery or other equipment referred to in point a, in terms of its operation or use; d) the assembly and disassembly of exhibition stands as well as their provision, if the exhibitor is a foreign employer who delegates them for this purpose
- who work for Members of the European Parliament in connection with their performed function
- who are nationals of the Republic of Armenia, the Republic of Belarus, the Republic of Georgia, Republic of Moldova, the Russian Federation or Ukraine, who work for a period of time which does not exceed 6 months in the following 12 months, regardless of the number of entities entrusting them to perform their work

Poland provides 5 types of work permits:

- Type A- work in Poland under a contract with an employer whose head office is situated in Poland
- Type B- when a foreigner works in the management of the company and resides in Poland for over six months
- Type C- when a foreigner performs work on behalf of a foreign employer and is delegated to Poland for a period exceeding 30 days in the calendar year
- Type D- when a foreigner performs work on behalf of a foreign employer and is delegated to Poland to implement the services of a temporary and occasional basis
- Type E- when a foreigner performs work on behalf of a foreign employer and is delegated to the Polish for a period exceeding three months for other purposes than those specified in type C and D

The registered work permit is issued on the request of the employer and it is in his responsibility to complete the formalities and **submit** relevant documents to the Provincial Labour Office. Work permits are issued for a specified period of time, for no longer than 3 years, with the further

possibility of their extension. There are a number of rules defining the strict conditions of employment of immigrants under various types of contracts. For example, the employer has to provide the same pay conditions as to a person that would occupy the comparable position, and demonstrate a lack of possibility to employ other people who have already registered as unemployed, when he/she wants to hire an immigrant based on the type of contract A. There are many exceptions from this rule which are most often considered individually by the district governor (A. Mikulska (ed.) 2009).

The work performed by foreigners in Poland can be divided into two basic types:

- jobs requiring high or very high qualifications - mainly managerial and expert positions
- jobs not requiring almost any qualifications - mainly in agriculture, trade, services and construction work, where immigrants constitute a cheap labor (P. Kaczmarczyk, M. Okólski 2008)

Similarly to the case of family benefits, the possibility to use unemployment benefits depends on a foreigner's residence status (including indefinite residence permit). Polish regulations provide foreigners with the opportunities to apply for such benefits after a certain period of time, for example in the case of a settlement permit it is usually three years or 10 years, and a long-term EU residence permit - at least 5 years. After 1. May 2014, when the Act on Foreigners began to operate on the 12<sup>th</sup> of December 2013, for some groups of foreigners this period shortened up to 6 months of work and stay in Poland (Ministerstwo Spraw Wewnętrznych - Departament Polityki Migracyjnej 2014).

Actions which promote professional activation and integration of immigrants still remain priority concerns in the Polish migration strategy for the upcoming years, especially with regards to the increase in employment of foreigners in Poland and the EU directives relating to the admission of immigrants and refugees.

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