



Embassy
of the Republic of Poland
in New Delhi

EMPLOYMENT VISA

The employment visas can be issued based on a work permit or written declaration of the employer on the intention to employ the foreigner, if the work permit is not required.

The work permit is required (according to the art. 88 of the Act on promoting employment and labour market institutions), if a foreigner:

1. performs work in the Republic of Poland pursuant to a contract with an employer whose registered office, place of residence, branch, facility or other form of business is located in the Republic of Poland (type A),
2. stays in the Republic of Poland for a period the total length of which exceeds 6 months in 12 consecutive months for the reason of performing a function in the management board of a legal person which has been entered into the register of entrepreneurs or which is a company in organisation (type B),
3. performs work for a foreign employer and is delegated for a period exceeding 30 days in a calendar year to a foreign entity's branch or facility located in the Republic of Poland, its subsidiary or affiliate bound with such foreign entity by a long-term cooperation contract (type C),
4. performs work for a foreign employer without a branch, facility or other form of business in the Republic of Poland and is delegated to the Republic of Poland for the purpose of execution of a service of temporary and casual nature (export service) (type D),
5. performs work for a foreign employer and is delegated to the Republic of Poland for a period exceeding 3 months within the next 6 months for the purpose other than that indicated in points 2-4 (type E).

For information on the categories of foreigner waived from the obligation to have a work permit please contact the relevant Voivodship Office (Urząd Wojewódzki) in Poland. The website links can be found at

http://www.msw.gov.pl/portals/pl/9/3333/Administracja_rzadowa_w_terenie.html

Information in English can be found for example at:

http://www.malopolska.uw.gov.pl/default.aspx?page=Work_permit_for_foreigner_work_in_Poland

EXAMPLES:

Which visa should you apply for?

- you are going to Poland to meet the representatives of your company's business partner or client for a couple of days : **SCHENGEN VISA, BUSINESS TRIP;**
- you are going to Poland to take part in a business fair as the representative of your company: **SCHENGEN VISA, BUSINESS TRIP;**
- you are going to visit the branch/subsidiary/affiliate of your company for business discussions and meetings for less than 30 days: **SCHENGEN VISA, BUSINESS TRIP;**
- you are going for a series of business meetings and training for less than 90 days: **SCHENGEN VISA, TRAINING PURPOSE** (The documents required are same as in case of business visa);
- you are delegated to the branch/subsidiary/affiliate of your company in Poland for more than 30 days – **SCHENGEN /NATIONAL VISA, EMPLOYMENT VISA, WORK PERMIT REQUIRED;**
- you are delegated to Poland for less than 3 months for the purpose of work to a company that is not a branch/subsidiary/affiliate of your company: **SCHENGEN VISA, EMPLOYMENT VISA, WORK PERMIT NOT REQUIRED;**
- you are delegated to Poland for more than 3 months for the purpose of work (even if you receive your salary from your Indian company): **NATIONAL VISA, EMPLOYMENT VISA, WORK PERMIT REQUIRED.**

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