

JOURNAL OF LAWS OF THE REPUBLIC OF POLAND

Entrusting work to a foreigner, based on art. 3 Section 7 of the Act of 20 March 2025

JOURNAL OF LAWS OF THE REPUBLIC OF POLAND Warsaw, 25 November 2025 item 1620 REGULATION OF THE MINISTER OF FAMILY, LABOUR AND SOCIAL POLICY¹⁾

of 20 November 2025 on specific cases in which a foreigner authorized to stay on the territory of the Republic of Poland may perform work without a work permit or a declaration on entrusting work to a foreigner, Based on art. 3 section 7 of the Act of 20 March 2025 on the conditions for the admissibility of entrusting work to foreigners on the territory of the Republic of Poland (Journal of Laws item 621), the following is ordered:

§ 1. A foreigner authorized to stay on the territory of the Republic of Poland may perform work without a work permit or a declaration on entrusting work to a foreigner if:

- 1) participates in the development or supervision of the implementation of programmes implemented within the framework of European Union activities or other international aid programmes or conducts training on these programmes;
- 2) is a teacher of a foreign language or a subject taught in a foreign language in a kindergarten, school, accredited teacher training institution or a college of social service workers, referred to in the Act of 14 December 2016 - Education Law (Journal of Laws of 2025, items 1043 and 1160);
- 3) is a member of the armed forces of a State Party to the North Atlantic Treaty or their civilian personnel performing work in international military structures located on the territory of the Republic of Poland;
- 4) is delegated to the territory of the Republic of Poland for the purpose of implementing an armaments programme carried out on the basis of an agreement to which the Republic of Poland is a party;
- 5) conducts professional journalistic activities as a foreign correspondent accredited to the Ministry of Foreign Affairs;
- 6) participates in the performance or preparation of a performance of a musical, lyrical and musical, stage, stage and musical, choreographic or pantomime work - up to 30 days in a calendar year;
- 7) participates in the creation or production of an audiovisual work - up to 30 days in a calendar year;
- 8) delivers occasional lectures, papers or presentations - up to 30 days in a calendar year;
- 9) performs work directly related to an international sporting event as a person delegated to that event by an international sports organization, a foreign sports association or a foreign sports club;

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10) is an athlete performing work for a sports club based in the territory of the Republic of Poland – up to 30 days in a calendar year;

1) the Minister of Family, Labour and Social Policy heads the government administration department – work, pursuant to § 1 sec. 2 item 2 of the Regulation of the Prime Minister of 18 December 2023 on the detailed scope of activities of the Minister of Family, Labour and Social Policy (Journal of Laws item 2715). Journal of Laws – 2 – Item 1620

11) is a person referred to in Art. 12 of the Act of 17 May 1989 on Guarantees of Freedom of Conscience and Religion (Journal of Laws of 2023, item 265), performing, in connection with his or her religious function, work in:

- a) a church or other religious association the status of which is regulated by an international agreement or act or which operates on the basis of an entry in the register of churches and other religious associations,
- b) a legal person or other organizational unit of a church or other religious association referred to in letter a,
- c) another entity on the basis of a referral by a competent authority or legal person of a church or other religious association referred to in letter a,
- d) a national inter-church organization with legal personality;

12) is a student of full-time studies, which he or she is pursuing in the Republic of Poland at an entity conducting studies:

- a) approved by the minister competent for internal affairs for the purposes of admitting foreigners to take up or continue studies in accordance with Art. 144 sec. 4 of the Act of 12 December 2013 on Foreigners (Journal of Laws of 2025, item 1079), unless this entity is not subject to the approval obligation, or
- b) which is not subject to the approval obligation in accordance with Art. 144 sec. 5 of the Act of 12 December 2013 on Foreigners and with respect to which a decision prohibiting the admission of foreigners has not been issued, referred to in Art. 144a sec. 1 of this Act;

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- 13) is a student and performs work as part of a professional internship provided for in the study program at a university belonging to the Polish higher education and science system; 14) is a student and performs work as part of a professional internship provided for in the curriculum at a post-primary school belonging to the Polish education system;
- 15) is a juvenile employed under an employment contract for the purpose of vocational preparation;
- 16) performs work under an EU education and training program;
- 17) performs work as part of an internship or professional training organized in cooperation with an international student organization;
- 18) holds a visa issued for the purpose of participating in a cultural or educational exchange program, a humanitarian aid program or a summer work program regulated by an international agreement to which the Republic of Poland is a party, and performs work under that program;
- 19) is a participant in a government business internship program addressed to Polish communities abroad;
- 20) holds a temporary residence permit referred to in Art. 157g of the Act of 12 December 2013 on foreigners and performs work under the European Voluntary Service program;
- 21) performs work as a scientific or research and technical employee in a research institute referred to in the Act of 30 April 2010 on research institutes (Journal of Laws of 2024, item 534 and of 2025, items 1017 and 1080);
- 22) has his or her place of residence abroad and has been delegated by a foreign employer – for a period not exceeding 3 months in a calendar year – to the territory of the Republic of Poland, where:
- a) performs assembly, maintenance or repair work on technologically complete devices, structures, machines or other equipment, if their manufacturer is a foreign employer,
 - b) collects devices, machines, other equipment or parts ordered and manufactured by a Polish entrepreneur,
 - c) trains employees of the Polish employer who is the recipient of the devices, structures, machines or other equipment referred to in letter a, in the scope of their operation or use,
 - d) assembles, dismantles or services trade fair stands, if the exhibitor is a foreign employer

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23) performs work for a Member of the European Parliament in connection with the function performed by that Member;

24) is entitled under the principles specified in legal acts issued by the bodies established under the Agreement establishing an Association between the European Economic Community and Turkey, signed in Ankara on 12 September 1963 (OJ EC L 217, 29.12.1964, p. 3685 - OJ EU Polish special edition, chapter 11, vol. 11, p. 10);

25) holds a valid visa issued for the purpose referred to in art. 60 sec. 1 item 23 of the Act of 12 December 2013 on foreigners; Journal of Laws - 3 - Item 1620

26) practices the profession of a physician or dentist, having the right to practice the profession under the principles specified in the provisions of the Act of 5 December 1996 on the professions of physician and dentist (Journal of Laws of 2024, items 1287 and 1897 and of 2025, items 619, 769 and 1301);

27) practices the profession of a nurse or midwife, having the right to practice the profession granted or confirmed in accordance with the provisions of the Act of 15 July 2011 on the professions of nurse and midwife (Journal of Laws of 2024, item 814, as amended 2);

28) practices the profession of a paramedic, having the right to practice the profession in accordance with the provisions of the Act of 1 December 2022 on the profession of paramedic and the self-government of paramedics (Journal of Laws of 2025, items 339 and 637);

29) practices the profession of a physiotherapist, having the right to practice the profession in accordance with the provisions of the Act of 25 September 2015 on the profession of physiotherapist (Journal of Laws of 2023, items 1213 and 1234);

30) practices the profession of a pharmacist, having the right to practice the profession in accordance with the provisions of the Act of 10 December 2020 on the profession of pharmacist (Journal of Laws of 2025, item 608);

31) performs work in the private domestic service of a member of a diplomatic mission or consular post of a foreign country or another person equated to a member of a diplomatic mission or consular post on the basis of acts, international agreements or generally established international customs.

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§ 2. Foreigners performing work without a work permit in accordance with the provisions of the Regulation of the Minister of Labor and Social Policy of 21 April 2015 on cases in which entrusting work to a foreigner on the territory of the Republic of Poland is permissible without the need to obtain a work permit (Journal of Laws of 2021, item 2291), to which the provisions of this Regulation do not apply, may continue to work without a work permit or without a declaration on entrusting work to a foreigner under the principles specified in the existing provisions, but no longer than for a period of 6 months from the date of entry into force of this Regulation.

§ 3. In the period from 1 December 2025 to 30 June 2026, § 1 point 12 shall also apply to a foreigner who is a student of full-time studies carried out in the Republic of Poland at a non-public academic higher education institution or a public vocational higher education institution that does not meet the condition specified in Art. 144 sec. 4 of the Act of 12 December 2013 on foreigners.

§ 4. The regulation shall enter into force on 1 December 2025.

3) Minister of Family, Labour and Social Policy: A. Dziemianowicz-Bąk

2) Amendments to the consolidated text of the mentioned Act were announced in the Journal of Laws of 2024, items 854 and 1897 and of 2025, items 129, 619, 637, 1301 and 1610.

3) The present regulation is preceded by the regulation of the Minister of Labour and Social Policy of 21 April 2015 on cases in which entrusting work to a foreigner on the territory of the Republic of Poland is permissible without the need to obtain a work permit (Journal of Laws of 2021, item 2291), which shall cease to have effect on the date of entry into force of this regulation in accordance with Art. 113 point 2 of the Act of 20 March 2025 on the conditions for the admissibility of entrusting work to foreigners on the territory of the Republic of Poland (Journal of Laws, item 621).