

MIROŚLAW SŁAWEK
MATEUSZ SZOSTKIEWICZ



Guidebook **Rise up**

**Carrier Development Strategies For
Migrant Women – For Adult Women
Forced Migrants from Ukraine**



**Co-funded by
the European Union**



**Women's Initiative
for New Growth and Skills
Empowering Migrant Careers**

Project 2024-1-DE02-KA220-ADU-000247718

Consortium WINGS



**PRAGUECITY
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Authors

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INTRODUCTION

1.1. Project WINGS and the Importance of Supporting Women-Forced Migrants

Migration is not a new phenomenon in the modern world, but the war against Ukraine initiated by Russia in 2022 has transformed it into an unprecedented global challenge. According to the UN Refugees Operational Data Portal (UNHCR), more than 9.855 million Ukrainians are forced to leave their homes and be migrants because of war in 2024. Among these individuals, 3.555 million have been displaced internally within Ukraine¹, while 6,3 million have sought refuge abroad, including 5.9 million in Europe².

A striking characteristic of this forced migration is that 80% of the displaced individuals are women with children. These women, upon arriving in host countries, face numerous challenges including language barriers, difficulties in securing employment, social isolation, legal and administrative hurdles, and restricted access to education and training opportunities. As both caregivers and breadwinners, many of these women have lost their previous jobs and experienced a sharp decline in their social and economic status, further complicating their efforts to rebuild their lives.

The ERASMUS + program K2 project, titled “WINGS: Women's Initiative for New Growth and Skills – Empowering Migrant Careers”, Project Number 2024-1-DE02-KA220-ADU-000247718, implementation period 2024-2026 (WINGS) was conceived in response to these pressing challenges. Its mission is to empower women who have fled the conflict in Ukraine by providing them with the tools, resources, and support needed to rebuild their careers in their host countries. By equipping these women with new skills and fostering financial independence, the project seeks to alleviate the socio-psychological consequences of displacement and unemployment.

The WINGS project pursues this mission through a multifaceted approach:

- Development of resources. A Guidebook titled “Rise Up: Career Development Strategies for Migrant Women” provides accessible, actionable advice tailored to the unique challenges faced by women-forced migrants in navigating the labor market of their host countries.
- Comprehensive Integration Learning Program (CILP). This program offers skill-building opportunities designed to help participants transition effectively into new work environments.
- Networking and collaboration. Discussion events in various host countries create spaces for stakeholders to share experiences, propose solutions, and foster mentorship opportunities for migrant women.

The WINGS project is crucial not only for the immediate support it provides to women-forced migrants but also for its long-term impact on their integration and success. By empowering these women to overcome professional exclusion and restart their careers with confidence, the project contributes to fostering social cohesion and promoting inclusive economic growth in host communities.

WINGS objectives:

- - to raise society's awareness about the challenges faced by women-forced migrants and promote understanding and empathy within host communities

¹ UN Refugees Operational Data Portal. (2024). URL: <https://data.unhcr.org/en/country/ukr> (

² UKRAINE SITUATION REGIONAL REFUGEE RESPONSE PLAN (2024). UNHCR. Geneva, Switzerland, January 2024. URL: <https://data.unhcr.org/en/documents/details/105903>

- - to empower women-forced migrants to build financial independence and self-sufficiency
- - build a network of support and connections with other forced migrant women and professionals in the field, creating opportunities for collaboration and mentorship
- - to create a comprehensive and accessible e-book that highlights the peculiarities of the labor market and employment in the labor market of the host country, including a collection of various
- - opportunities for career development and support services available for adult women-forced migrants from Ukraine in their host countries, empowering them to overcome professional exclusion and restart their careers with confidence and determination
- - to bring stakeholders (together migrant women, representatives of local authorities, supporting organizations, and other stakeholders) to discuss challenges and propose solutions related to women's career restart and integration.

The WINGS project involves partner organizations from countries experiencing large number of Ukrainian refugees: Czechia (400 000 forced-migrated Ukrainians), Poland (1 100 000 forced-migrated Ukrainians), Germany (1 190 255 forced-migrated Ukrainians)³, Türkiye (46,000 forced-migrated Ukrainians)⁴. Ukraine witnesses 3.555 million displaced internally within Ukraine⁵. WINGS partner organizations include:



HOCHSCHULE WISMAR, (HSW, Higher education institution, Germany) is a German university with over a century of academic excellence in engineering, technology, business, and design. Serving 8,900 students, HSW is a leader in e-learning and international collaboration. Its expertise in Erasmus+ projects, migrant integration, and entrepreneurship fosters innovation and empowers individuals to succeed in education, careers, and research.

www.hs-wismar.de



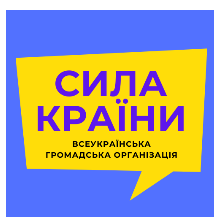
Fundacja Marki Polskiej im. prof. Witolda Kieżuna (FMP, Foundation, Poland) champions skill development, inclusion, and sustainability. It supports civil society growth, promotes EU values, and addresses social challenges like unemployment and exclusion, particularly for migrants. With expertise in Erasmus+ projects, education, and labor market integration, FMP fosters collaboration and empowers individuals, including Ukrainian refugees, through lifelong learning and innovative solutions.

www.fmarkipolskiej.pl

³ Ukraine: Over 6 Million Refugees Spread Across Europe (2024). UN Regional Information Centre for Western Europe. URL: <https://unric.org/en/ukraine-over-6-million-refugees-spread-across-europe/>

⁴ Sude Akgundogdu, Collin Trissel (2024) Turkey's Growing Ukrainian and Russian Communities. URL: <https://www.washingtoninstitute.org/policy-analysis/turkeys-growing-ukrainian-and-russian-communities>

⁵ UN Refugees Operational Data Portal. (2024). URL: <https://data.unhcr.org/en/country/ukr> (



SYLA KRAINY (NGO SK, NGO, Ukraine) founded in 2011, is dedicated to fostering inclusion, protecting socio-economic rights, and supporting vulnerable groups, including migrants and people with disabilities. With expertise in legal aid, education, and labor market adaptation, NGO SK has led impactful projects promoting equality, women's empowerment, and career development for displaced individuals across Ukraine and Europe.

www.syla-krayini.com.ua

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Prague City Vysoka Skola s.r.o. (PCU, Higher education institution, Czechia), founded in 2004, offers British-accredited education in English across diverse disciplines, emphasizing sustainability, inclusion, and innovation. With strong international partnerships, PCU supports displaced Ukrainian students, provides scholarships, and fosters integration through research, social programs, and trauma-informed workshops. Its expertise in education, business, and media makes it a valuable partner for initiatives promoting societal and economic inclusion.

www.praguecityuniversity.cz



Akademi Kultur ve Egitim Dernegi (AKED, NGO, Türkiye), founded in 2013 in Kastamonu, promotes education, culture, and sports through local and international projects. With expertise in Erasmus+ initiatives and social responsibility campaigns, AKED empowers youth, fosters inclusion, and enhances professional skills. Its multidisciplinary team excels in project coordination, offering innovative solutions to societal challenges and building partnerships across national and international arenas.

www.aked.biz

The WINGS project serves as a powerful response to the challenges faced by women forced to migrate due to the war in Ukraine. By providing career development resources, skill-building opportunities, and fostering collaboration among key stakeholders, the project empowers these women to rebuild their lives, achieve financial independence, and integrate successfully into their host communities. Through its multifaceted approach and international partnerships, WINGS not only addresses immediate needs but also contributes to long-term social cohesion and inclusive economic growth across Europe and beyond.

One of the key elements of the WINGS project to achieve its goals – is the Guidebook “Rise Up: Career Development Strategies for Migrant Women”.

1.2. Purpose of the Guidebook

The Guidebook, “Rise Up: Career Development Strategies for Migrant Women,” is crafted with the heartfelt intention of being a supportive, empowering, and practical resource for adult women forced to migrate from Ukraine. Recognizing the immense challenges these women face in rebuilding their lives in host countries, this guide offers a roadmap to help them navigate new and often complex environments with confidence, clarity, and optimism.

Its purpose is to serve as both a comprehensive guide and a source of inspiration, equipping women with the tools and knowledge needed to overcome barriers such as language limitations, legal uncertainties, cultural differences, and professional disruptions. At the same time, it aims to instill a sense of empowerment, helping these women see the opportunities available to them and take actionable steps toward building a secure and fulfilling future.

Drawing on the expertise and collaborative efforts of the WINGS project, this guidebook is thoughtfully structured around the key areas critical to career development and personal growth in POLAND. These include:

- Understanding labor markets. Learn about the labor market dynamics in host countries, identify promising industries, and explore opportunities tailored to women forced to migrate.
- Navigating legal frameworks. Simplified information on obtaining work permits, understanding labor rights, and meeting employment regulations to ensure a smooth transition into professional life.
- Leveraging support networks. Access a curated list of local and international organizations offering career development programs, mentoring, and community support to empower women during this transition.
- Mastering the job application process. Step-by-step guidance on creating standout resumes and cover letters, acting job interviews, and using online job portals effectively.
- Exploring educational opportunities. Insights into formal and non-formal education programs, lifelong learning opportunities, and recognition of prior qualifications to boost employability.
- Starting a business. Tools, tips, and resources for women exploring entrepreneurship and self-employment, including ways to assess entrepreneurial potential and access funding and support.

The guidebook is written in an approachable style to ensure that its wealth of information feels accessible and relatable. It is thoughtfully organized to allow readers to easily find and focus on the topics most relevant to their current needs.

Beyond its practical applications, the guidebook also seeks to foster a sense of community and belonging. Through this guide, women will find not only actionable strategies but also the support and inspiration to rise up, rebuild their lives, and thrive in their new environments.

2. LABOR MARKET TRENDS AND OPPORTUNITIES

2.1. Understanding the Labor Market in Poland

For migrant women from Ukraine seeking employment in Poland, a thorough understanding of the country's economic landscape and labor market dynamics is essential. This section provides an overview of Poland's current economic state, key industries, employment trends, and specific opportunities and challenges pertinent to migrant women.

Current Economic Overview

Poland's economy demonstrated resilience and growth in 2024, with the country's Gross Domestic Product (GDP) expanding by **2.9%**, surpassing many forecasts. This growth was primarily driven by robust private consumption, supported by rising wages and improved consumer sentiment, as well as significant public investments.

Looking ahead, projections indicate a continued upward trajectory, with GDP expected to grow by **3.2% in 2025**, according to forecasts from ING and the World Bank. The European Commission projects a slightly higher growth rate of **3.6%** for 2025. This anticipated growth is expected to be supported by sustained private consumption and increased public investment, including EU-funded projects.

These figures reflect a positive economic outlook for Poland, highlighting the country's capacity for continued growth despite global economic challenges.

Key Industries Driving Economic Growth

Poland's economy is diversified, with several key sectors contributing to its growth:

- **Services Sector:** Accounting for approximately 62.3% of the economy, the services sector encompasses areas such as finance, retail, and information technology.
- **Industry:** Comprising 34.2% of the economy, Poland's industrial sector includes manufacturing, automotive, and construction industries.
- **Agriculture:** Although representing a smaller portion at 3.5%, agriculture remains vital, particularly in rural regions .

These industries not only drive economic growth but also offer diverse employment opportunities, making them integral to Poland's economic landscape.

Labor Market Dynamics

The Polish labor market has evolved notably in recent years:

- **Unemployment Rate:** In January 2024, Poland's unemployment rate was 5.4%, according to the Ministry of Family, Labour and Social Policy. This was 0.1 percentage points lower than the same month in 2023.
- **Unemployment Rates:** As of January 2025, the unemployment rate was 5.4%, reflecting a slight increase from previous months .
- **Wage Trends:** The average monthly wage in the enterprise sector was PLN 7,768.35 gross in January 2024, marking a 12.8% nominal increase compared to January 2023 .
- **Salary Growth:** In February 2025, the average gross salary in the enterprise sector in Poland was PLN 8,613.14. This means an increase of 7.9% compared to the previous year.

Opportunities and Challenges for Migrant Women

Migrant women from Ukraine encounter both opportunities and challenges in the Polish labor market:

- **Employment Sectors** Ukrainian migrant women in Poland predominantly find employment in sectors such as hospitality, catering, retail, personal services (including domestic and caregiving roles), healthcare, and education. While opportunities in the cultural sector exist, they are less common..
- **Skill Utilization:** Many women are employed in roles that do not align with their qualifications, often due to language barriers and challenges in credential recognition.
- **Language Barrier:** Limited proficiency in Polish can restrict access to certain job opportunities, underscoring the importance of language acquisition.

Labor Market Indicators by Sector

Understanding key labor market indicators across various sectors can aid in identifying potential employment areas:

- **Job Vacancies:** At the end of the third quarter of 2024, there was a 3.1% increase in job vacancies compared to the previous quarter, indicating growing demand for labor .
- **Temporary Employment:** In December 2024, Poland's part-time employment rate was 5.5

Employment in the enterprise sector

In the period January-March 2025, average employment in the enterprise sector amounted to 6,448.1 thousand full-time positions, which means a decrease of 0.9% compared to the same period of the previous year.

Changes in employment by PKD sections

Comparing data from the first quarter of 2025 to the same period of the previous year, the following changes in employment were noted in individual sections of the economy:

- **Transport and storage:** decrease by 1.8%
- **Administration and support activities:** decrease by 1.3%
- **Water supply; sewage and waste management; reclamation:** decrease by 0.7%
- **Industrial processing:** decrease by 0.7%
- **Construction:** decrease by 0.5%
- **Real estate services:** increase by 3.4%

Total number of employees in the national economy

At the end of June 2024, the number of employees in the national economy amounted to 15,171.9 thousand people. The average age of employees was 42.8 years, and the median age was 42.0 years. stat.gov.pl

Common Types of Employment

In Poland, employment arrangements vary:

- **Full-Time Employment:** The most prevalent form, offering stable income and benefits.
- **Temporary Employment:** Utilized by employers to address short-term needs or seasonal demand.
- **Seasonal Work:** Common in agriculture and tourism, aligning with specific seasonal demands.

For migrant women, temporary and seasonal roles can serve as initial entry points into the labor market, providing opportunities to gain experience and improve language skills.

2.2. Promising Industries and Job Opportunities for Women-Forced Migrants

Migrant women from Ukraine have significantly contributed to Poland's labor market, particularly since the escalation of the conflict in 2022. The integration of Ukrainian women migrants into Poland's labor market has been marked by both opportunities and challenges. Understanding the current landscape is crucial for identifying promising industries and formulating strategies to enhance employment prospects.

Current Labor Market Participation

As of 2024, women constitute a significant portion of Ukrainian migrants in Poland, accounting for 67% of this group. The employment rate among Ukrainian refugees in Poland is notably high compared to other OECD countries, with approximately 65% engaged in the workforce. However, many of these women are employed below their qualification levels, a phenomenon often referred to as "deskilling."

Promising Industries and Job Opportunities

Several sectors in Poland present viable employment opportunities for Ukrainian women migrants:

- **Education:** With over 20,000 teaching vacancies in Polish schools as of 2025, there is a substantial demand for educators. Notably, at least 4,500 Ukrainian refugees are qualified teachers, indicating a potential alignment between available positions and the skill sets of Ukrainian migrants.
- **Manufacturing:** The manufacturing industry, especially in regions like Małopolskie, faces labor shortages. In the first quarter of 2025, 72% of manufacturing companies planned to hire temporary workers, a 21% increase from the previous year.
- **Services Sector:** There is a notable demand for workers in hospitality, retail, and personal care services. Migrant women often find opportunities in these areas, leveraging their adaptability and strong work ethic.
- **Beauty and Cosmetology:** This sector has attracted numerous Ukrainian female entrepreneurs, offering opportunities for self-employment and small business ownership.
- **Information Technology (IT):** Digital skills training programs have been initiated to enhance employability in the tech industry. For instance, UNITAR launched a program targeting Ukrainian women refugees to acquire new digital skills, facilitating entry into the modern job market. [UNITAR](#)
- **Entrepreneurship:** Between 2022 and 2024, Ukrainians registered approximately 77,700 individual enterprises in Poland, representing 9% of all such enterprises in the country. Notably, about 35% of these businesses were founded by Ukrainian women, highlighting a strong entrepreneurial spirit among this group. [Новини ФАКТ](#)[Новини ФАКТ](#)

Desired Professions and Qualifications

Employers are actively seeking candidates with skills in:

- **Healthcare:** Nurses, caregivers, and medical assistants are in high demand. Recognizing foreign medical qualifications and providing necessary certifications can facilitate entry into this field.
- **Information Technology:** Roles such as software developers, data analysts, and IT support specialists are sought after. Migrant women with relevant technical skills can capitalize on these opportunities.
- **Engineering & Skilled Trades:** Civil, electrical engineers, electricians, welders are experiencing shortages. Vocational training programs can help migrants acquire the necessary skills.
- **Finance & Accounting:** Accountants, financial analysts, auditors.
Key skills: Financial reporting, compliance, Excel/SAP.
- **Sales & Marketing:** Sales reps, digital marketers, customer service.
Key skills: Communication, digital tools, CRM

- **Education & HR:** Teachers, HR managers, trainers.
Key skills: Teaching credentials, recruitment, labor law.

Challenges Faced by Ukrainian Women Migrants

Despite these opportunities, Ukrainian women migrants encounter several barriers:

- **Language Barriers:** A significant challenge, with many women citing limited proficiency in Polish as an obstacle to securing employment. [Statista](#)
- **Non-Recognition of Qualifications:** Many Ukrainian qualifications are not automatically recognized in Poland, necessitating additional procedures for validation.
- **Childcare Responsibilities:** Balancing work with childcare duties often limits the ability to engage in full-time employment. [Polski Instytut Ekonomiczny](#)
- **Deskilling:** The prevalence of employment in roles below their qualification levels leads to underutilization of skills and potential. [Wiley Online Library](#)

Strategies to Overcome Challenges

I. Learn the Polish Language

Polish and Ukrainian are both Slavic languages, making Polish relatively accessible for Ukrainian speakers. Free language courses are available through:

- Public Employment Offices (PUP): Local job centers offer Polish lessons for registered jobseekers.
- NGOs such as Fundacja Ukraiński Dom and Fundacja Ukraina.
- Online platforms: Babbel, Busuu, and The Educational Equality Institute.
- Integration centers in cities like Wrocław and Kielce.

II. Recognize Your Qualifications

Ukrainian diplomas can be recognized in Poland for work or further education:

- For general employment: Apply through NAWA (<https://nawa.gov.pl/recognition>).
- For regulated professions (e.g. nursing, teaching): Apply to the relevant Polish ministry.
- For informal or vocational skills: Visit local vocational centers for skills validation.
- Get help from organizations like Fundacja Ocalenie or Centrum Pomocy Cudzoziemcom.

III. Gain New Skills

Boost employability through free or subsidized programs:

- PUP (Powiatowy Urząd Pracy) offices offer vocational training.
- AWS IT Skills 4U, UNITAR, and Coursera offer free digital and IT courses.
- Diia.Business Warsaw and Fundacja Ocalenie support retraining.
- Programs target sectors like IT, healthcare, and trades.

IV. Build Your Network

Networking opens doors to job leads and community support:

- Join local Facebook groups, Telegram channels, and professional events.

- Attend job fairs and integration events hosted in major cities.
- Use platforms like LinkedIn and GoldenLine.
- Volunteer to gain local experience and build connections.

V. Start a Business

Self-employment is a viable path to independence:

- Programs like (Re)building Ukrainian Business and The Way to Business offer funding, training, and legal help.
- Business incubators provide office space and mentoring.
- Tax reductions in sectors like beauty encourage entrepreneurship.
- NGOs like Impact Force offer entrepreneurial training for Ukrainian women.

VI. Enroll in Vocational Training

Choose career-specific courses in:

- Healthcare (e.g., caregiver training through the Red Cross)
- IT (short-term coding and tech courses)
- Trades (hairdressing, tailoring, construction) Many courses are offered through local vocational centers (Centrum Kształcenia Zawodowego).

VII. Internships and Volunteering

Build Polish work experience through unpaid roles:

- Volunteer with NGOs like Fundacja Ocalenie or Caritas.
- Use platforms like NGO.pl or municipal volunteer centers.
- Internships offer skill development, references, and networking opportunities.
- Always ask for feedback and a reference letter.

VIII. Use Support Services

Access free help for employment, legal aid, and training:

- Key organizations include: Fundacja Ocalenie, IOM Poland, Caritas, UNHCR, Diia.Business Warsaw.
- Visit local Urząd Pracy offices and integration centers.
- Services include: job matching, legal help, language classes, and career counseling.
- Prepare documents and be proactive when visiting support centers.

Key Organizations Supporting Ukrainian Migrant Women in Poland

Organization	Services Offered	Website/Contact Link
Fundacja Ocalenie	Job placement, legal advice, language courses, social support	ocalenie.org.pl
IOM Poland	Employment counseling, vocational training, legal assistance	poland.iom.int

Organization	Services Offered	Website/Contact Link
Caritas Poland	Refugee support, integration programs, job training	caritas.pl
UNHCR Poland & Partners	Legal counseling, cultural orientation, employment workshops	help.unhcr.org/poland
Diia.Business Warsaw	Business support, career counseling, entrepreneur training	warszawa.diia.business
Polish Red Cross (PCK)	Humanitarian aid, healthcare training, job readiness programs	pck.pl
Centrum Integracji Społecznej	Social integration, vocational training, internships	Search locally by city (e.g., <i>Centrum Integracji Społecznej Warszawa</i>)
Local Urząd Pracy (Labor Office)	Job seeker registration, free job matching services	psz.praca.gov.pl

Final Advice

Start small. Focus on one or two steps at a time: learn the language, join a training course, seek help from a support center. Use your strengths, seek help when needed, and believe in your ability to succeed.

3 LEGAL REGULATIONS AND EMPLOYMENT REQUIREMENTS

3.1. Obtaining a Work Permit and Legal Documentation

Legal Pathways to Employment for Ukrainian Migrant Women in Poland

This section provides an overview of the fundamental principles governing employment for foreigners in Poland, with a focus on options available to Ukrainian migrant women. It outlines various legal statuses, associated work rights, and pathways to enter the Polish labour market under the current legal framework.

1. Temporary Protection under the EU Directive

In response to the conflict in Ukraine, the European Union activated the Temporary Protection Directive (TPD) in March 2022. Poland implemented this directive, granting Ukrainian nationals and certain other groups the right to reside and work in Poland without the need for a separate work permit.

Key Features:

- **Automatic Work Authorization:** Beneficiaries can work in Poland without obtaining a work permit.
- **Validity:** The temporary protection status has been extended until **March 4, 2026**.
- **Eligibility:** Ukrainian citizens and their family members who fled Ukraine on or after February 24, 2022.

Requirements:

- **PESEL Number:** To access services and employment, individuals must obtain a PESEL (Polish national identification) number with the "UKR" annotation.
- **Employer Notification:** Employers must notify the local labour office within 14 days of commencing employment of a person under temporary protection.

2. Refugee Status and Subsidiary Protection

Ukrainian nationals may apply for refugee status or subsidiary protection in Poland.

Key Features:

- **Right to Work:** Individuals granted refugee status or subsidiary protection are entitled to work in Poland without a work permit.
- **Residence Permits:** These statuses come with residence permits, allowing for legal stay and access to various services.

Application Process:

- Applications are submitted to the Office for Foreigners in Poland
- The process involves interviews and assessment of the individual's need for protection.

Considerations:

- The application process can be lengthy.
- During the application process, applicants may have limited access to the labour market.

3. Standard Work Permits

For Ukrainian nationals not covered under temporary protection or refugee status, Poland offers several types of work permits:

Type A: For foreigners employed by a Polish employer.

Type B: For foreigners serving on the management board of a Polish company.

Type C: For individuals delegated to Poland by a foreign employer to work at a Polish branch.

Type D: For foreigners working for a foreign employer without a branch in Poland, providing services temporarily.

Type E: For foreigners working in Poland for reasons other than those listed above.

Application Process:

- The employer must apply for the work permit on behalf of the foreigner.
- Certain permits may require a labour market test to prove no suitable Polish candidates are available.
- Processing times and requirements vary depending on the permit type.

4. Declaration of Entrusting Work (Oświadczenie)

This is a simplified procedure allowing citizens of Ukraine and certain other countries to work in Poland without a work permit for up to 24 months.

Key Features:

- **Duration:** Allows work for up to 24 months.
- **Employer's Role:** The employer must register the declaration with the local labour office before employment begins.
- **Applicable Sectors:** Commonly used in sectors like agriculture, construction, and domestic work.

5. Seasonal Work Permits

For employment in seasonal sectors such as agriculture, horticulture, and tourism, seasonal work permits are available.

Key Features:

- **Duration:** Permits are issued for a maximum of 9 months within a calendar year.
- **Application:** Employers apply for the permit on behalf of the foreign worker.
- **Labour Market Test:** Generally not required for seasonal work permits.

6. Transitioning from Temporary Protection to Long-Term Residence

Ukrainian nationals under temporary protection may consider transitioning to a more permanent legal status in Poland.

Temporary Residence Permit:

- **Eligibility:** Ukrainian citizens with a PESEL UKR number can apply.
- **Validity:** Issued for up to 3 years.
- **Rights:** Allows for legal employment, conducting business, and family reunification.
- **Application Period:** Applications can be submitted from April 1, 2024, at voivodeship offices

Obtaining a temporary residence permit results in the loss of temporary protection status.

7. Key Considerations for Ukrainian Migrant Women

- **Legal Stay:** Ensure your stay in Poland is legal under one of the above statuses to access employment opportunities.
- **Documentation:** Keep all personal and employment documents up to date and accessible.

- **Language Skills:** Improving Polish language proficiency can enhance employment prospects.
- **Support Services:** Utilize support services offered by NGOs and government agencies for job placement, legal advice, and integration assistance.

3.2. Understanding Labor Rights and Employment Laws

This section provides an overview of employment types, employee rights, taxation, employer responsibilities, and protections against workplace violations in Poland, with a focus on information relevant to Ukrainian migrant women.

1. Types of Employment Contracts

Polish labor law recognizes several types of employment contract:

- **Indefinite-Term Contract (Umowa o pracę na czas nieokreślony):** Provides the greatest job stability and includes full employee rights.
- **Fixed-Term Contract (Umowa o pracę na czas określony):** Has a predetermined end date. After three consecutive fixed-term contracts or 33 months of employment, it automatically converts to an indefinite-term contract.
- **Probationary Contract (Umowa o pracę na okres próbny):** Allows the employer to assess the employee's suitability for up to three months.
- **Temporary Agency Work:** Involves employment through an agency for a user-employer, often used for seasonal or short-term work.

Each contract type has specific terms regarding duration, termination, and employee rights.

2. Employee Rights

a. Minimum Wage

As of January 1, 2025:

- **Monthly Minimum Wage:** PLN 4,666
- **Hourly Minimum Wage:** PLN 30.50

b. Working Hours and Overtime

- **Standard Working Hours:** 8 hours per day, 40 hours per week.
- **Overtime:** Permissible with employee consent, compensated at 150% or 200% of the regular wage, depending on circumstances.

c. Annual Leave

- **Entitlement:** 20 days per year for employees with less than 10 years of service; 26 days for those with 10 or more years.
- **Public Holidays:** 13 days annually.

d. Sick Leave

- **Duration:** Up to 182 days per year.
- **Compensation:** 80% of salary paid by the employer for the first 33 days (14 days if aged 50+); thereafter, covered by Social Security (ZUS).

e. Maternity and Parental Leave

- **Maternity Leave:** 20 weeks for single births; longer for multiple births.
- **Parental Leave:** Up to 41 weeks, shared between parents.
- **Paternity Leave:** 2 weeks, to be used before the child turns 24 months old.

3. Income Taxation

Poland employs a progressive income tax system:

- **12%:** For annual income up to PLN 120,000.
- **32%:** For income exceeding PLN 120,000.

- Solidarity Tax: An additional 4% on income over PLN 1 million.

Employees receive a PIT-11 form from their employer annually and must submit a PIT-37 tax return by April 30 of the following year.

4. Employer Responsibilities

a. Workplace Safety

Employers are obligated to:

- Conduct regular risk assessments.
- Provide Occupational Health and Safety (OHS) training.
- Ensure safe working conditions and provide necessary protective equipment.

b. Social Insurance Contributions

Employers must register employees with the Social Insurance Institution (ZUS) and contribute to:

- Pension and disability insurance.
- Health insurance.
- Accident insurance.
- Labor Fund and Guaranteed Employee Benefits Fund.

5. Protections Against Workplace Violations

a. Anti-Discrimination Laws

Polish law prohibits discrimination based on:

- Gender, age, disability, race, religion, nationality, political beliefs, trade union membership, sexual orientation, and employment type.

Employers must ensure equal treatment in hiring, promotion, and working conditions.

b. Illegal Employment

Employers hiring workers without proper authorization face fines and are liable for unpaid wages, taxes, and social contributions.

c. Remedies for Violations

Employees subjected to discrimination or unjust dismissal can:

- File a complaint with the National Labour Inspectorate (PIP).
- Seek reinstatement or compensation through labor courts.

6. Resources for Assistance

Ukrainian migrant women can seek support from:

- National Labour Inspectorate (PIP): Assists with labor law violations.
- Association for Legal Intervention (SIP): Provides legal aid to migrants.
- Migrant Info Poland: Offers information on rights and services.

Understanding these rights and obligations empowers migrant women to navigate the Polish labor market confidently and seek assistance when needed.

4 SUPPORT NETWORKS AND ORGANIZATIONS

4.1. Local and International Support Organizations

Here is a curated list of organizations in Poland that offer support to migrant women, including Ukrainian nationals, focusing on employment, integration, legal aid, and psychological assistance.

1. Ocalenie Foundation

- **Contact Information:**
 - **Address:** ul. Krucza 6/14a, 00-537 Warsaw
 - **Phone:** +48 22 828 04 50
 - **Email:** cpc@cpc.org.pl
 - **Website:** <https://ocalenie.org.pl/en/contact> ([Contact - Ocalenie Foundation](#), [Contact - Page for foreigners - Ocalenie Foundation](#), [Kontakt - Fundacja Ocalenie](#))
- **Description:** Provides comprehensive support to migrants and refugees, including legal assistance, Polish language courses, psychological support, and help with job searching and housing.

2. International Organization for Migration (IOM) Poland

- **Contact Information:**
 - **Address:** ul. Wiejska 12, 00-490 Warsaw
 - **Phone:** +48 22 490 20 44
 - **Email:** migrantinfo@iom.int
 - **Website:** <https://poland.iom.int/pl/kontakt> ([Contact - Migrant EN](#), [Main page - Migrant EN](#), [Kontakt - Migrant](#), [Kontakt | IOM Poland](#))
- **Description:** Offers assistance with voluntary return, reintegration, legal counseling, and information on employment and residence procedures in Poland. ([Humanitarian assistance in Poland, aid points, community centers, UNHCR ...](#))

3. Caritas Poland – Migrant Support Centre

- **Contact Information:**
 - **Address:** ul. Krakowskie Przedmieście 62, 00-322 Warsaw
 - **Phone:** +48 660 424 014
 - **Email:** rmakuch@caritas.org.pl
 - **Website:** <https://migranci-mazowsze.caritas.pl/en/contact-information/> ([Contact – Migranci na Mazowszu](#))
- **Description:** Provides support to migrants and refugees, including legal advice, psychological assistance, language courses, and integration programs.

4. UNHCR Poland

- **Contact Information:**
 - **Address:** ul. Przemysłowa 30, 00-450 Warsaw
 - **Phone:** 800 012 948
 - **Email:** polwa@unhcr.org
 - **Website:** <https://www.unhcr.org/pl/kontakt> ([Kontakt – UNHCR Poland](#))

- **Description:** Provides protection and assistance to refugees and asylum seekers, including legal aid, information on rights and services, and support for integration.

5. Diia.Business Warsaw

- **Contact Information:**
 - **Address:** ul. Bagatela 12, 00-585 Warsaw
 - **Email:** diia.business.warsaw@gmail.com
 - **Website:** <https://diia-business-warsaw.com/en/contacts> ([Diia za granicą: jakie funkcje są dostępne dla Ukraińców?](#), [Contacts — Diia Business | Warsaw](#))
- **Description:** A support center for Ukrainian entrepreneurs offering consultations on business development, legal stay, employment, and starting a business in Poland. ([Contact – Migranci na Mazowszu](#))

6. Polish Red Cross (PCK)

- **Contact Information:**
 - **Address:** ul. Mokotowska 14, 00-561 Warsaw
 - **Phone:** +48 22 326 12 50
 - **Website:** <https://pck.pl/en/kontakt> ([Kontakt - Fundacja Ocalenie, PCK | Contact](#))
- **Description:** Provides humanitarian aid, including food, clothing, and shelter, as well as support for integration and access to healthcare services.

7. Centrum Integracji Społecznej (CIS) – Fundacja Pomocy Wzajemnej Barka

- **Contact Information:**
 - **Address:** ul. Św. Wincentego 6/9, 61-003 Poznań
 - **Phone:** +48 61 875 01 69
 - **Email:** barka@barka.org.pl
 - **Website:** <https://barka.org.pl/> ([Centrum Integracji Społecznej, Fundacja Pomocy Wzajemnej Barka](#))
- **Description:** Offers social and professional reintegration programs, vocational training, and support for starting social enterprises, aiming to empower migrants and socially excluded individuals.

8. Urząd Pracy m.st. Warszawy – Dział Obsługi i Aktywizacji Cudzoziemców

- **Contact Information:**
 - **Address:** ul. Grochowska 171B, 04-111 Warsaw
 - **Phone:** +48 22 504 44 00
 - **Website:** <https://warszawa.praca.gov.pl/dla-bezrobotnych-i-poszukujacych-pracy/dla-cudzoziemcow> ([Ważne kontakty i linki - Wojewódzki Urząd Pracy w Warszawie](#), [Ważne kontakty i linki - Urząd Pracy m.st. Warszawy](#))
- **Description:** Provides employment services to foreigners, including job placement, career counseling, and information on legal employment in Poland.

These organizations offer a range of services to support migrant women in Poland. It's advisable to contact them directly or visit their websites for the most current information on available programs and assistance.

4.2. Usługi i Programy Oferowane przez Organizacje Wspierające

Here is a list of **services and programs** available in Poland as of 2025, offering employment, entrepreneurship, education, and personal development opportunities for migrant women, including Ukrainian nationals:

1. Dream and Achieve – Online Academy for Displaced Ukrainian Women

- **Contact Information:**
Website: <https://theimpactforce.org>
Organizer: Impact Force (in partnership with UN Women and the Ministry of Digital Transformation of Ukraine)
- **Description:**
Dream and Achieve is an innovative online academy designed to empower displaced Ukrainian women living in Poland and Ukraine. It focuses on developing entrepreneurial, digital, and leadership skills. The program offers free access to online courses, webinars, one-on-one mentorship sessions, and practical tools for business development. Participants also have opportunities to receive financial vouchers to support starting or expanding their businesses. The platform helps women enhance their financial independence, build confidence, and adapt to new labor markets.

2. Impact Business Accelerator

- **Contact Information:**
Website: <https://theimpactforce.org>
Organizer: Impact Force (in collaboration with SILab Ukraine and other partners)
- **Description:**
The Impact Business Accelerator is a nine-month training and support program for aspiring Ukrainian entrepreneurs in Poland and Ukraine. It helps women develop socially responsible businesses aimed at solving challenges in their communities. Participants benefit from intensive workshops on business strategy, marketing, and fundraising, as well as personal mentoring by business experts. Selected projects have the chance to receive seed funding. The Accelerator is ideal for women seeking to build sustainable enterprises with a social mission.

3. ReSTART Mindset Program

- **Contact Information:**
Website: <https://theimpactforce.org>
Organizer: Impact Force (with support from UN Women)
- **Description:**
ReSTART is a unique educational and psychological support program for displaced women, especially veterans and their families. It addresses both mental health recovery and career reintegration. Services include access to professional psychologists, free medical consultations, personal development workshops, HR consultations for employment readiness, and practical stress management sessions. The program aims to rebuild self-confidence, support emotional healing, and promote career development after traumatic experiences.

4. Diia.Business Warsaw

- **Contact Information:**
Website: <https://warszawa.diia.business>
Organizer: Ukrainian Ministry of Digital Transformation

- **Description:**
Diia.Business Warsaw is a physical and online support hub for Ukrainian migrants living in Poland. It offers free consultations on legal residence, employment rights, and starting or managing a business in Poland. Services include individual business counseling sessions, group workshops, information on available grants, and networking events with other entrepreneurs. Diia.Business Warsaw is especially useful for migrant women interested in self-employment or expanding their professional networks in Poland.

5. Women in Tech Poland – Mentorship Program

- **Contact Information:**
Website: <https://womenintechsummit.pl>
Organizer: Perspektywy Education Foundation
- **Description:**
The Women in Tech Mentorship Program offers tailored support for women starting or advancing their careers in technology and STEM fields. Participants are matched with experienced mentors who provide guidance on career planning, skill development, and entering the competitive tech job market. The program includes training workshops, access to Women in Tech events, and opportunities for professional networking. It is an excellent opportunity for migrant women aiming to enter Poland's fast-growing tech sector.

6. Next Step Poland – Employment Guidebook

- **Contact Information:**
Website: <https://poland.iom.int/pl/micro/legal-employment>
Organizer: International Organization for Migration (IOM) Poland
- **Description:**
Next Step Poland is an accessible online and printed guidebook created to help migrants integrate into the Polish job market. It covers essential topics such as how to prepare a CV, where to search for jobs, understanding Polish employment law, and learning workplace culture. The guide also provides information about available government support programs and vocational training. It is a practical first-step resource for migrant women entering or reentering the workforce in Poland.

7. Migrant Women Press

- **Contact Information:**
Website: <https://migrantwomenpress.com>
Organizer: Independent Media Platform
- **Description:**
Migrant Women Press is an online media platform dedicated to amplifying the voices of migrant women living in Poland and across Europe. It provides a space for storytelling, sharing personal experiences, discussing social issues, and highlighting professional successes. The platform also publishes news, offers resources about women's rights and employment, and fosters a supportive community for migrant women. Migrant Women Press encourages visibility, empowerment, and advocacy.

8. Help Ukraine Center

- **Contact Information**

Website: <https://helpukraine.center>

Chat Service: +48 800 700 114

- **Program Description**

Help Ukraine Center offers vital humanitarian and integration support to refugees, with a strong focus on Ukrainian nationals. The center provides a broad range of services to help migrants settle and rebuild their lives in Poland. These include job search assistance, access to vocational training programs, Polish language courses, psychological aid, and support with securing housing. The center acts as a first point of contact for many arriving refugees and is recognized for delivering practical, on-the-ground support.

9. CareerHub

- **Contact Information**

Email: career@fundacjaprch.org

Website: <https://careerhub.labourstart.org>

- **Program Description**

CareerHub is an inclusive platform offering job placement support, career coaching, and personal development services to migrants, women, and other vulnerable groups. The platform connects job seekers with potential employers, provides tailored career counseling, and hosts regular workshops on skills development. In addition, CareerHub organizes networking events and online webinars to build career confidence and connect individuals with opportunities in the Polish labor market. It is especially helpful for migrant women seeking to relaunch their professional lives.

10. Mapa Karier

- **Contact Information**

Website: <https://mapakarier.org>

- **Program Description**

Mapa Karier (Career Map) is a free, interactive online tool that helps individuals—particularly students and job seekers—explore various career paths in Poland. Although not exclusive to migrants, it is highly relevant for Ukrainian women seeking to understand the Polish job landscape. The platform provides detailed descriptions of professions, required education paths, future employment outlook, and salary expectations. Mapa Karier is a useful self-guided tool for those considering retraining, new career paths, or vocational education.

11. Refugee.Info Poland

- **Contact Information**

Website: <https://poland.refugee.info>

- **Program Description**

Refugee.Info Poland is an accessible digital platform that provides migrants with accurate, real-time information about their rights and available services in Poland. It covers critical areas such as employment, healthcare, education, and legal assistance. The platform is multilingual, making it user-friendly for Ukrainian speakers. Refugee.Info also provides guidance on how to apply for protection, obtain legal documentation, and connect with NGOs offering direct assistance. It's an essential tool for migrant women navigating unfamiliar systems.

12. Kobiety.Wiedza.Władza (Women.Knowledge.Power)

- **Contact Information**

Email: spotkaniakwww@gmail.com

Address: ul. Bracka 18, 21-005 Kraków

- **Program Description**

Kobiety.Wiedza.Władza is a grassroots initiative based in Kraków that supports women's empowerment, personal growth, and civic engagement. While not exclusive to migrants, it welcomes Ukrainian women into its workshops and training sessions focused on employment readiness, work-life balance, and participation in public life. The organization helps women develop soft skills, prepare for the job market, and grow their confidence. It is particularly valuable for migrant women aiming to reintegrate into the workforce after trauma or displacement.

5 JOB APPLICATION PROCESS

5.1. Crafting an Effective Resume, Cover Letter

For migrant women seeking employment in Poland, crafting a professional resume (CV) and cover letter that follow Polish standards can significantly improve your chances of success in the job market. This section offers step-by-step guidance tailored to help you present your qualifications effectively and meet employer expectations.



Understanding the Polish Resume (CV)

A resume in Poland is referred to as a **CV (Curriculum Vitae)**. It is typically short, focused, and tailored for each job you apply for.



Format and Length

- **Length:** 1 page (ideal) or 2 pages maximum.
- **Format:** Clear, structured, and easy to read. Use reverse chronological order.
- **Style:** Professional, neutral colors, clean fonts (e.g., Arial, Calibri), no graphics unless applying for a creative role.



Essential Sections of a Polish CV

1. **Personal Information**
 - Full name
 - Address (optional)
 - Phone number
 - Email address (professional)
 - LinkedIn profile or portfolio link (if available)
2. **Professional Summary (Optional)**
 - A short 2–3 sentence introduction that highlights your experience and career goals.
3. **Professional Experience**
 - List jobs starting with the most recent.
 - Include job title, company name, dates of employment, and 3–5 bullet points describing key responsibilities and achievements.
 - **Use action verbs** (e.g., managed, coordinated, developed).
4. **Education**
 - List degrees, certificates, and schools with dates and locations.
 - Mention equivalent Polish qualifications if known or validated.
5. **Skills**
 - Focus on technical skills (e.g., MS Office, languages, specific tools) and soft skills (e.g., teamwork, communication).
 - Indicate your level of proficiency (e.g., Polish – intermediate, English – fluent).
6. **Languages**
 - List each language and your level (basic, intermediate, advanced, fluent).
7. **Certificates / Training (if applicable)**
 - Add any relevant completed courses, especially if taken in Poland.

8. Consent Clause

- Required by Polish law for employers to process your personal data:

"I hereby give consent for my personal data to be processed for the purposes of the recruitment process in accordance with the Personal Data Protection Act."

✉ Writing a Strong Cover Letter

The **cover letter** (list motywacyjny) is an important part of the application and is often required in Poland.



Structure and Length

- **Length:** No more than 1 page (3–4 paragraphs).
- **Tone:** Polite, professional, and enthusiastic.
- **Format:** Include your contact details, the employer's details, and the date.



Content Outline

1. **Introduction**
State the position you're applying for and how you found the job listing.
2. **Why You?**
Briefly explain your relevant experience, skills, and why you're a strong candidate.
3. **Why Them?**
Show interest in the company/organization and align your values with theirs.
4. **Closing**
Mention your CV is attached and express your willingness to discuss the opportunity further. Thank them for their time.



Tips for Customizing Your Application

- **Tailor your CV and cover letter** for each job—refer to the job description and include keywords.
- Focus on **achievements**, not just duties (e.g., "increased efficiency by 20%" instead of "responsible for scheduling").
- Highlight **transferable skills** especially if changing industries.
- Avoid spelling and grammar errors—use a grammar-checking tool or ask someone to review it.
- Avoid including unnecessary personal details like marital status or photos (unless requested).



Other Commonly Required Documents

- **Reference letters** or contact details of previous employers (if available)
- **Translated diplomas or certificates**, preferably with validation or nostrification
- **Work permit or residence card**, if applicable



Final Note for Migrant Women

Your experience, even if gained outside Poland, **matters**. Highlight it confidently, and show your motivation to adapt and contribute. Even if your Polish is still developing, many companies value international experience, multilingualism, and resilience.

Here's the **CV + Cover Letter Template** :



CV (Curriculum Vitae) Template

Personal Information

- Full Name: [Your Full Name]
- Phone Number: [Your Phone Number]
- Email Address: [Your Email Address]
- LinkedIn Profile (optional): [Your LinkedIn Link]
- Address (optional): [Your Address]

Professional Summary

(Write 2–3 sentences about your work experience, your strengths, and what job you are aiming for.)

Example:

Experienced customer service professional with strong communication skills and a passion for helping clients. Seeking a position in an international company where I can use my bilingual abilities and customer-oriented approach.

Professional Experience

(List your previous jobs, starting from the most recent.)

Example:

- **Job Title** – Company Name, City
Dates (Month/Year – Month/Year)
Responsibilities/Achievements:
 - [Responsibility or achievement 1]
 - [Responsibility or achievement 2]
 - [Responsibility or achievement 3]

(Repeat for each job.)

Education

(Write your degree, school name, city, and graduation year.)

Example:

- Bachelor's Degree in Economics – Taras Shevchenko National University, Kyiv, 2018

Skills

(List your strongest skills, technical or soft.)

Example:

- Microsoft Office (Word, Excel, PowerPoint)
- Customer service skills
- Languages: Polish (Intermediate), Ukrainian (Native), English (Advanced)

Certificates / Training (if applicable)

(Include any important additional courses you completed.)

Example:

- Certified Caregiver Training Course – Warsaw, 2024

Consent Clause (Mandatory in Poland):

"I hereby give consent for my personal data to be processed for the purposes of the recruitment process in accordance with the Personal Data Protection Act."

✉ Cover Letter Template

[Your Full Name]
[Phone Number]
[Email Address]
[Date]

[Employer's Name]
[Company Name]
[Company Address]

Dear [Employer's Name],

I am writing to express my interest in the [Job Title] position at [Company Name], as advertised on [Website/Job Portal Name].

With my experience in [Field/Industry] and strong skills in [Skill 1], [Skill 2], and [Skill 3], I believe I would be a valuable addition to your team. My background at [Previous Company/Position] has taught me how to work effectively in fast-paced environments and deliver excellent results.

I am impressed by [Company Name]'s commitment to [Specific Value/Goal/Project], and I am excited about the opportunity to contribute to your success.

Please find my CV attached. I would be happy to discuss how my skills and experience can benefit [Company Name]. Thank you for your time and consideration.

Yours sincerely,
[Your Full Name]

5.2. Preparing for Job Interviews

In Poland, job interviews are usually formal but friendly. Preparing well and understanding cultural expectations can greatly improve your chances of success. This section offers concise, actionable advice on how to make a strong impression.



How to Prepare for a Job Interview

- **Research the Company**
Learn about the company's mission, values, and recent news. Employers appreciate candidates who know where they are applying.
- **Understand the Role**
Carefully read the job description. Be ready to explain how your skills and experience match the requirements.

- **Prepare Your Documents**
Bring copies of your CV, certificates, and references (if available). Even for online interviews, have digital versions ready.
- **Plan Your Outfit**
Dress professionally. Business casual is usually acceptable unless a very formal setting is specified.
- **Practice Polish Language (If Possible)**
Even basic greetings or polite phrases in Polish can show respect and effort, even if the interview is conducted in English.

Typical Interview Questions in Poland

Be ready for these common questions:

1. Tell us about yourself.
→ Focus briefly on your career background and strengths.
2. Why do you want to work here?
→ Mention something specific about the company that you admire.
3. What are your strengths and weaknesses?
→ Pick a real strength and one weakness you are actively improving.
4. Describe a challenge you overcame at work.
→ Use a short example showing your problem-solving skills.
5. What are your salary expectations?
→ Research average salaries for the role beforehand. Give a range, not a fixed number.
6. When can you start working?
→ Answer honestly, considering your current situation.

Top Tips for Success

- **Be On Time**
Punctuality is very important in Poland. Arrive 5–10 minutes early.
- **Be Polite and Professional**
Address interviewers formally unless invited to be informal.
- **Answer Clearly and Honestly**
It's better to admit if you don't know something but express willingness to learn.
- **Show Motivation**
Employers value enthusiasm and a positive attitude toward learning and teamwork.
- **Follow Up**
After the interview, send a short thank-you email expressing appreciation for the opportunity.

PL Cultural Insights

- In Poland, modesty is valued. Stay confident but avoid appearing arrogant.

- Many companies prefer candidates who show stability and loyalty.
- Questions about private life (like family status) are rare and not legally required to answer.

5.3. Navigating Online Job Portals and Platforms

Searching for work in Poland is increasingly done online. Understanding the most popular platforms and using other local methods can make your job search faster and more effective. This section provides an overview of key job portals and helpful tips to navigate the Polish job market successfully.



Popular Online Job Platforms

Job Platform: Pracuj.pl – The Leading Career Portal in Poland

- **Contact Information:**
Website: <https://www.pracuj.pl>
- **Description:**
Pracuj.pl is Poland's largest and most widely recognized job search platform. It lists full-time, part-time, remote, and freelance opportunities across all sectors, including customer service, IT, healthcare, logistics, and administration.
Features include:
 - Resume upload and quick-apply options
 - Personalized job recommendations
 - Job alert emails based on preferences
 - Company reviews and employer ratings

Job Platform: OLX Praca – Accessible Jobs for Everyone

- **Contact Information:**
Website: <https://www.olx.pl/praca/>
- **Description:**
OLX Praca is part of Poland's largest classifieds site and is a great option for entry-level, manual, seasonal, and freelance jobs. It's simple to use, popular among small businesses, and ideal for jobs in hospitality, caregiving, construction, and beauty services.
Features include:
 - No registration required to browse
 - Simple direct contact with employers
 - Mobile app for job searching on the go

Job Platform: Jobs.pl – International and Local Opportunities

- **Contact Information:**
Website: <https://www.jobs.pl>
- **Description:**
Jobs.pl connects local and international companies with candidates. It features professional positions in sectors like finance, IT, HR, and engineering.
Features include:
 - English-language job listings available
 - Easy CV upload and tracking applications
 - Career advice and salary comparison tools

Job Platform: Praca.pl – Jobs for Skilled Workers

- **Contact Information:**
Website: <https://www.praca.pl>
- **Description:**
Praca.pl focuses on full-time and part-time employment across various sectors, especially suited for administrative, logistics, healthcare, and skilled manual jobs.
Features include:
 - Customized job alerts
 - Interview preparation tips and articles
 - Option to hide your profile from current employers

Job Platform: LinkedIn – Professional Networking and Careers

- **Contact Information:**
Website: <https://www.linkedin.com>
- **Description:**
LinkedIn is a global platform widely used by Polish employers to recruit professionals. Besides applying for jobs, users can network, join professional groups, and receive skill endorsements.
Features include:
 - Building a professional online profile
 - Direct contact with recruiters
 - Learning courses and certifications (some free)



Other Useful Methods for Finding Jobs in Poland

- **Public Employment Centers (Urząd Pracy)**
Each city and district has an Urząd Pracy (Labor Office) where migrants can register as job seekers. They provide free career counseling, job matching, vocational courses, and retraining programs.
- **Recruitment Agencies (Agencje Pracy)**
Private employment agencies can assist in finding temporary, seasonal, and permanent jobs. Always choose registered agencies — you can check their registration with Poland’s National Register of Employment Agencies (KRAZ).

- **Networking and Referrals**

Personal connections remain important in Poland. Networking through community centers, cultural events, or LinkedIn can lead to job opportunities.

- **Company Websites**

Many companies post jobs directly on their careers page. If you know the companies you want to work for, it's smart to visit their websites regularly.



Practical Tips for Using Job Platforms

- Set up **job alerts** to receive new offers automatically.
- Keep your **CV updated** and adapted for each application.
- Respond quickly to job ads — popular positions fill fast.
- Beware of scams: never pay for a job offer or interview opportunity.

6. EDUCATION FOR ADULT WOMEN-FORCED MIGRANTS

6.1. Formal Education Opportunities and Programs



Access to Formal Education in Poland

Poland's education system is inclusive, offering various pathways for adult women migrants to pursue formal education. The Constitution of the Republic of Poland guarantees the right to education for all, ensuring free access to public educational institutions . ([\[PDF\] The system of education in Poland 2025](#))



Adult Education Institutions

Adult learners can enroll in:

- **Public and Non-Public Schools for Adults:** These institutions offer primary, secondary, and post-secondary education tailored for adults.
- **Vocational Training Centers:** Provide specialized training in various professions, facilitating skill acquisition and employment readiness.
- **Continuing Education Institutions:** Offer courses to broaden knowledge and upgrade qualifications.

Enrollment processes are generally streamlined, especially for migrants under temporary protection or refugee status. Local government units (gminas and powiats) are responsible for administering these institutions and may offer additional support services . ([Adult education and training funding - Eurydice - European Union](#))



Professional Education and Retraining Programs

To enhance employability, various programs are available:

- **Labour Offices (Urząd Pracy):** Offer free training courses, workshops, and job placement services.
- **National Training Fund (Krajowy Fundusz Szkoleniowy):** Provides financial support for training aimed at adapting to labor market needs. ([Adult education and training funding - Eurydice - European Union](#))
- **EU-Funded Programs:** Initiatives like the European Funds for Social Development (FERS) support vocational training and lifelong learning projects . ([Adult education and training funding - Eurydice - European Union](#))

These programs are often tailored to sectors with high demand, such as healthcare, IT, and construction. ([Adult education and training funding - Eurydice - European Union](#))



Scholarships, Grants, and Financial Support

Multiple financial aid options are available to support migrant women's education:

- **Polish Government Scholarships:** Administered by the Polish National Agency for Academic Exchange (NAWA), these scholarships support international students at various levels of study . ([Polish National Agency for Academic Exchange](#))

- **University-Specific Scholarships:** Institutions like the University of Warsaw and Jagiellonian University offer scholarships covering tuition and living expenses for international students . ([Fully Funded Scholarships In Poland For International Students 2025](#))
- **Women-Focused Scholarships:** Platforms like ScholarshipTab list scholarships specifically for women pursuing studies in Poland . ([Scholarships for Poland women 2025-2026 | ScholarshipTab](#))
- **Erasmus Mundus Joint Masters:** Offers full scholarships for international students to pursue joint master's degrees across European universities . ([Erasmus Mundus Joint Masters \(students\) - Erasmus+](#))



Application Process

Eligibility criteria and application procedures vary by program but generally require:

- Proof of educational qualifications
- Language proficiency (Polish or English)
- Valid residency status in Poland ([Women's Scholarship for International Students 2025 - Study abroad?](#))
- Motivation letter and references ([Polish Government Scholarships 2025/2026 | Study in Poland](#))

It's advisable to consult the specific program's website or contact the institution directly for detailed information.



Support Services and Resources

Several organizations assist migrant women in navigating educational opportunities:

- **Foreigner Integration Centres:** Established across Poland, these EU-funded centers offer language courses, legal advice, and educational counseling . ([Poland to establish EU-funded "foreigner integration centres" to ...](#))
- **Study in Poland:** Provides comprehensive information on studying in Poland, including scholarship opportunities . ([Scholarships - Study in Poland](#))
- **Local NGOs and Community Centers:** Often offer workshops, language classes, and guidance on accessing education and employment.

6.2. Non-Formal Education and Lifelong Learning

Non-formal education plays a vital role in empowering migrant women to adapt, grow, and thrive in a new country. In Poland, a wide range of non-formal learning opportunities are available to support migrant women in improving their language skills, gaining practical qualifications, and building confidence for both social and professional integration.



What Is Non-Formal Education?

Non-formal education refers to structured learning that takes place outside the formal school system. This includes short-term courses, workshops, training sessions, and community-led programs that are more flexible and often free or low-cost. For migrant women, this type of education is especially useful for:

- Learning Polish
- Updating professional skills
- Gaining new qualifications
- Understanding Polish culture and systems

PL Polish Language Courses – A Key to Integration

Language Acquisition: Investing time in learning Polish can significantly improve job opportunities and integration into the workplace.

Ukrainian and Polish come from the same group – they are Slavic languages. They have many similarities, which is why Polish is not difficult for Ukrainians to learn. Language proficiency is often the first and most important step toward employment and inclusion.

Here are some practical and verified options where adult immigrants from Ukraine can learn Polish for free in Poland:

PL Public Employment Offices (Powiatowy Urząd Pracy)

Most local job centers across Poland offer **free Polish language courses** for registered unemployed foreigners, including Ukrainian citizens under temporary protection.

- 📍 Where: Local PUP branches in every county
- 💡 Tip: Register as a jobseeker to access these benefits
- 🌐 Website: psz.praca.gov.pl



Fundacja Ukraiński Dom <https://ukrainskidom.pl/> Provides free access to Polish language courses for Ukrainian refugees



Online Polish Language Courses

- **The Educational Equality Institute (TEEI):** Offers free online language courses, including Polish, for Ukrainians. Courses range from A1 to B2 levels and are conducted by certified volunteer teachers. [Fundacja Ukraina+2theeducationalequalityinstitute.org+2Talkpal+2](https://theeducationalequalityinstitute.org+2Talkpal+2)
- **Babbel Language App:** Provides free access to Polish language courses for Ukrainian refugees. [Notes from Poland](#)
- **Bussu Language App:** Provides free access to Polish language courses



Free Polish Language Courses in Other Polish Cities

- **INTEURO Centre for Integration of Foreigners (Kielce):** Offers free Polish language courses for foreigners, including Ukrainians, residing in the Świętokrzyskie Voivodeship. Courses cover levels A1 to B2. inteuro.info

Where to find other language courses:

- **Integration Centers:** Local EU-funded Foreigners' Integration Centers in many cities offer free Polish classes.
- **Public Libraries and Cultural Centers:** Often host informal Polish conversation groups or beginner lessons.
- **NGOs such as Fundacja Ocalenie and Caritas:** Provide regular Polish language courses specifically for migrants and refugees.

Language courses often focus not only on grammar and vocabulary but also on work-related language and everyday communication, helping women function more confidently in Polish society.



Skill Enhancement and Retraining Opportunities

Many non-formal learning programs focus on:

- **Vocational skills** (e.g., hairdressing, caregiving, customer service)
- **Digital skills** (e.g., using Microsoft Office, basic coding, online safety)
- **Entrepreneurship** (e.g., how to register a business in Poland, accounting basics)

Where to find these courses:

- **Centrum Integracji Społecznej (CIS)** – Social integration centers offering hands-on training and support for employment.
- **Fundacja Rozwoju Społeczeństwa Informacyjnego (FRSI)** – Offers courses on digital inclusion.
- **Local adult education centers (szkoły policealne or kursy zawodowe)** – Often open to migrant women and provide certificates recognized in Poland.



Community Programs and Integration Initiatives

Community organizations provide not only learning but also **supportive social spaces**, especially important for women facing isolation or cultural adjustment.

Programs may include:

- **Workshops on Polish culture and legal rights**
- **Parenting in a new country**
- **Job-seeking support and mentoring for women**
- **Creative arts, health, or wellness programs that encourage connection and well-being**

Organizations such as **Stowarzyszenie Interkulturalni PL (Kraków)** and **Multicultural Centre Warsaw** offer such initiatives.



Online Learning Platforms for Flexibility

Online platforms provide migrant women with the flexibility to learn from home and at their own pace — ideal for those balancing family responsibilities or looking for remote job skills.

Recommended Platforms:

- **Duolingo, Memrise, and Polski Daily** – Free Polish language learning tools.
- **Coursera and edX** – Free and paid courses from global universities on topics like business, IT, psychology, and more.
- **Khan Academy** – Basic education and language learning in several languages.
- **FutureLearn** – Offers migration and integration-related courses in English.
- **Google Digital Garage** – Free digital skills courses with certification, great for career development.



Final Tip:

Here is a summary table of recommended **lifelong learning and non-formal education resources** for migrant women in Poland. It includes key platforms, contact links, and their specific learning focus to help readers quickly find the right support.

Lifelong Learning & Non-Formal Education Resources

Name / Platform	Website / Contact	Learning Focus
Fundacja Ocalenie	https://ocalenie.org.pl	Language learning, legal & social support
Centrum Integracji Społecznej (CIS)	Search locally (e.g. CIS Warszawa)	Vocational training, social reintegration
Polski Daily	https://polskidaily.eu	Polish grammar, vocabulary, listening practice
Multicultural Centre Warsaw	https://centrumwielokulturowe.waw.pl	Integration workshops, career support
Google Digital Garage	https://grow.google/intl/pl_pl/digitalgarage	Digital skills for job readiness
Duolingo	https://www.duolingo.com	Polish and other languages for beginner friendly
Caritas Poland	https://caritas.pl	Polish language courses, family support
FutureLearn	https:// www.futurelearn.com	Global education, career & integration courses
Khan Academy	https:// www.khanacademy.org	Math, science, basic education & English
Coursera	https:// www.coursera.org	Professional courses (IT, business, languages)

6.3. Recognition of Prior Learning and Qualifications

Qualification Recognition: Engaging with Polish authorities to validate Ukrainian diplomas and certifications is crucial. The European Union has recommended flexible recognition processes to facilitate this.


In Poland, the process of recognizing Ukrainian diplomas and certifications depends on the type of qualification and intended use (e.g., for further study, regulated profession, or general employment). Here's a **step-by-step guide** on how a **Ukrainian immigrant in Poland** can apply for **recognition of their diploma or certification**, depending on their goal:



A. For Further Study or General Employment (Academic Recognition)

If you want to continue studying or use your diploma for a job that does **not require a license (e.g., office work, marketing, finance, IT)**

✔ Step-by-step:

1. Prepare your documents
 - Ukrainian diploma (original + certified translation into Polish)
 - Transcript of records (grades list)
 - Passport or PESEL
 - Proof of refugee/temporary protection status (if applicable)
2. Go to the NAWA ENIC/NARIC Poland site
 -  <https://nawa.gov.pl/recognition>
 - Fill in the application for comparability statement
3. Submit documents electronically or by post
 - Create a NAWA account online
 - Scan your documents and send them through the platform or mail them in
4. Wait for evaluation
 - NAWA checks whether your diploma corresponds to a Polish degree (e.g., licencjat = bachelor's)
5. Receive the decision
 - You'll get a certificate of comparability – usually within 1–2 months



This does not give you the right to practice regulated professions, but allows you to apply for jobs or higher education.



No nostrification required where Poland has a bilateral agreement with Ukraine (which it does).




B. For Regulated Professions (Medical, Legal, Teaching, Engineering, etc.)

If your profession is legally regulated in Poland, you'll need **professional recognition**.

✔ Step-by-step (example: nurse or doctor):

1. Find your profession's regulator
 - Medicine → [Ministry of Health](#)
 - Teaching → [Ministry of Education](#)
 - Legal → [Bar Association](#) or [Notarial Chamber](#)
2. Submit the required documents
 - Diploma and academic records
 - Proof of license to practice in Ukraine
 - Proof of work experience (optional)
 - Polish language certificate (may be required)
3. Go through verification

- May involve:
 - Knowledge exam
 - Language exam
 - Adaptation period or internship
- 4. Receive approval or request for nostrification/exam

 *Tip:* For medical professions, Poland currently has **simplified procedures for Ukrainians** under temporary protection.



C. Recognition of Vocational Qualifications or Skills Without a Degree




If you worked as a mechanic, beautician, electrician, etc., but don't have formal documents:

1. Go to a VET Center or examination institution
 - Search: "Centrum Kształcenia Zawodowego + [city]"
2. Ask for validation of prior learning (walidacja kompetencji)
3. You'll present:
 - Portfolio or practical task
 - Interview or skill demonstration
4. Receive Polish certificate confirming your skills



Need help?

You can get free support at:

-  Centrum Pomocy Cudzoziemcom (Warszawa, Wrocław, Kraków, Gdańsk, etc.)
-  Fundacja Ocalenie – <https://ocalenie.org.pl>
-  Zintegrowany System Kwalifikacji (ZSK) – <https://kwalifikacje.gov.pl>

For migrant women aiming to pursue education or employment in Poland, validating foreign qualifications is a crucial step. Poland offers structured pathways to recognize academic and professional credentials, ensuring integration into the Polish educational and labor markets.



Automatic Recognition

Poland automatically recognizes certain foreign educational documents without additional procedures: ([Recognition of foreign school certificates and diplomas in Poland](#))

- **Secondary School Certificates:** Certificates from EU, EEA, or OECD countries that grant access to higher education in the issuing country are recognized by law in Poland. ([Recognition of foreign school certificates and diplomas in Poland](#))
- **International Baccalaureate (IB) and European Baccalaureate (EB) Diplomas:** These are accepted without further validation.

Note: Even with automatic recognition, institutions may require authenticated documents (e.g., apostille or legalization).



Administrative Recognition (Nostrification)

For qualifications not covered by automatic recognition, an administrative process is necessary: ([Recognition process - how to proceed the required documents](#))

- **Primary and Secondary Education:** Submit an application to the local Education Superintendent (Kurator Oświaty) corresponding to your place of residence or the institution you wish to attend. ([Recognition of foreign school certificates and diplomas in Poland](#))
- **Higher Education Degrees:** Apply for nostrification at a Polish university authorized to confer degrees in the relevant field. The process involves comparing curricula and may require additional coursework or exams. ([\[PDF\] The system of education in Poland 2025 - Eurydice](#))

Required Documents:

- Original diploma with apostille or legalization
- Official transcripts and course descriptions
- Proof of the right to pursue further education in the country of origin
- Certified Polish translations of all documents
- Valid identification (passport or residence card) ([Recognition of certificates - The Education Office in Warsaw](#))

Timeline and Costs:

- The nostrification process should be completed within 90 days after submitting a complete application. ([Nostrification of higher education diplomas | study.gov.pl](#))
- Fees vary by institution but are capped at 50% of a university professor's monthly salary. ([Nostrification of higher education diplomas | study.gov.pl](#))



Alternative Solutions for Unverifiable Qualifications

In cases where formal documentation is unavailable:

- **Skills Assessment:** Engage with vocational training centers or labor offices (Urząd Pracy) for competency evaluations.
- **Portfolio Recognition:** Present a comprehensive portfolio demonstrating your skills and experiences to potential employers or educational institutions.
- **Professional Experience:** Leverage documented work experience and references to validate your competencies.



Key Institutions and Resources

- **Polish National Agency for Academic Exchange (NAWA):** Provides information on recognition procedures and supports international academic exchange.
- **Education Superintendents (Kuratorzy Oświaty):** Oversee the recognition of primary and secondary education certificates.
- **Higher Education Institutions:** Authorized universities conduct nostrification for higher education degrees.
- **KWALIFIKATOR Tool:** An online resource to check how foreign qualifications are recognized in Poland. ([\[PDF\] The system of education in Poland 2025 - Eurydice](#))



Here is a link to the Practical Guide for the Recognition of Education Acquired in the Ukrainian Education System in Poland:

<https://nawa.gov.pl/images/Uznawalnosc/Zagraniczne-systemy-edukacji/UKRAINA.pdf>

7 ENTREPRENEURSHIP AND SELF-EMPLOYMENT

7.1. Assessing Your Entrepreneurial Potential

What Is Entrepreneurship?

Entrepreneurship involves initiating and managing a business venture to generate profit. For migrant women in Poland, it offers a pathway to economic independence, skill utilization, and community integration. Entrepreneurship can range from small-scale operations, like home-based services, to larger enterprises.

Legal Business Structures in Poland

Poland provides several legal forms for conducting business:

- **Sole Proprietorship (Jednoosobowa Działalność Gospodarcza):** Suitable for individuals; requires registration in the Central Registration and Information on Business (CEIDG).
- **Civil Law Partnership (Spółka Cywilna):** Formed by two or more individuals; each partner is jointly liable.
- **Registered Partnership (Spółka Jawna):** A partnership where all partners are jointly and severally liable for obligations.
- **Limited Liability Company (Spółka z o.o.):** A separate legal entity; shareholders' liability is limited to their contributions.
- **Simple Joint-Stock Company (Prosta Spółka Akcyjna):** Designed for startups; combines features of limited liability and joint-stock companies.

Eligibility for Migrant Women

Migrant women can establish businesses in Poland under certain conditions: ([The Migration Bureau](#))

- **EU/EEA Citizens:** Enjoy the same rights as Polish citizens to start and operate businesses.
- **Non-EU Citizens:** Must possess one of the following:
 - **Permanent Residence Permit**
 - **Long-term EU Resident Permit**
 - **Temporary Residence Permit for Business Activity**
 - **Refugee Status or Subsidiary Protection**
 - **Temporary Protection Status**

It's important to note that merely establishing a company does not automatically grant residency rights. Applicants must demonstrate that their business contributes to the Polish economy, such as through job creation or significant investment.

How a Ukrainian citizen can set up a business in Poland.

A Ukrainian citizen who is legally residing in Poland and has a PESEL number may establish a business on the same terms as a Polish citizen in any form.

They may establish:

a sole proprietorship - i.e. a business activity of an individual - and register it in the CEIDG

a partnership or corporation - including a general partnership and a professional partnership - and register it in the National Court Register.

In accordance with the Act of March 12, 2022 on assistance to Ukrainian citizens in connection with the armed conflict in the territory of this country, the term "citizen of Ukraine" also means the spouse of a Ukrainian citizen who does not have Ukrainian citizenship, provided that they arrived in the territory of the Republic of Poland from the territory of Ukraine in connection with military operations conducted in the territory of that country.

Remember! The spouse of a Ukrainian citizen, provided that they arrived in Poland from Ukraine in connection with military operations conducted in the territory of that country, may establish a company in Poland on the same terms as a Ukrainian citizen.

Steps to Register a Business

1. **Choose a Business Structure:** Decide on the legal form that best suits your needs.
2. **Prepare Necessary Documents:** Including identification, proof of legal stay, and business address.
3. **Register the Business:**
 - **Sole Proprietorships and Civil Law Partnerships:** Register with CEIDG.
 - **Other Entities:** Register with the National Court Register (KRS).
4. **Obtain a Tax Identification Number (NIP):** Essential for tax purposes.
5. **Register for VAT (if applicable):** Depending on the nature of your business.
6. **Open a Bank Account:** Required for financial transactions.
7. **Register with the Social Insurance Institution (ZUS):** Mandatory for employers and self-employed individuals.

Costs and Timelines

- **Registration Fees:** Vary depending on the business structure; for instance, establishing a sole proprietorship is free. You do not incur any registration costs, and the entire process can be done online. However, if you establish a company (e.g. a limited liability company), you will need to pay court fees, notary fees, and publish an advertisement in the Court and Economic Monitor.

- **Cost details:**

Sole proprietorship: You register for free in the Central Register and Information on Business Activity (CEIDG) online.

Limited liability company (and other companies): Court fee: PLN 500 for entry in the National Court Register. Notary fees: depend on the share capital, but are usually lower than the court fee. Announcement in the Court and Economic Monitor: PLN 100.

Additional costs:

The costs associated with running a company (renting premises, equipment, accounting, etc.) will vary depending on the type of business.

ZUS contributions (minimum ZUS contributions for an entrepreneur are around PLN 442 per month, excluding health insurance contributions).

In short: If you are planning a sole proprietorship, you can set it up for practically free, with no registration costs. In the case of a company, the costs will be related to the entry in the National Court Register, notarial services and publication in the Court Monitor.

- **Processing Time:** Registering a sole proprietorship in CEIDG (Central Registration and Information on Business Activity) usually takes one business day after submitting the application. In the case of registering a company, e.g. a limited liability company, the process may take longer, depending on the type of company and the method of registration (online or traditional).

7.2. Resources and Support for Starting a Business

Below is a curated list of key resources available in Poland as of 2025 that support entrepreneurs, with a focus on those particularly relevant to migrant women. Each entry includes the name of the resource, access information, and a brief description of the support offered.

1. (Re)building Ukrainian Business Program

Contact Information:

Website: <https://www.mastercard.com/news/perspectives/2024/access-to-capital-and-childcare-how-this-program-for-ukrainian-women-entrepreneurs-helped-them-thrive-in-poland>

Description:

This program, launched by the Impact Foundation with support from the Mastercard Center for Inclusive Growth, offers comprehensive assistance to Ukrainian women entrepreneurs. Participants receive business and legal support, financial vouchers worth up to \$4,000, access to co-working spaces, and free childcare. It is designed to remove practical barriers and help women build sustainable businesses in Poland.

2. The Way to Business Program

Contact Information:

Website: <https://mfc.org.pl>

Description:

Led by the Microfinance Centre (MFC) and supported by JPMorgan Chase & Co., this program helps Ukrainian women in Poland start their own businesses. It includes an online platform in Ukrainian that provides information about legal requirements, business registration, and motivational content. The program also connects participants to trained consultants and supportive NGOs such as Diia.Business Warsaw.

3. Impact Force Initiatives – Dream and Achieve & Impact Business Accelerator

Contact Information:

Website: <https://www.impactbusinessua.org>

Description:

These initiatives from the Ukrainian NGO Impact Force empower displaced women through entrepreneurship education and mentorship. “Dream and Achieve” offers a flexible online academy, while the Impact Business Accelerator provides in-depth business development and access to support networks. Both programs aim to help women build successful ventures and rebuild their confidence.

4. Small Grants Scheme for Female Enterprises (EEA/Norway Grants)

Contact Information:

Website: <https://en.parp.gov.pl/component/site/site/small-grants-schemes-for-female-enterprises>

Description:

Operated by the Polish Agency for Enterprise Development (PARP) and funded by the EEA and Norway Grants, this scheme offers grants and mentoring for women-led businesses. It supports product and service innovation, with additional incentives for international cooperation. The program is particularly useful for migrant women looking to expand or professionalize their enterprises.

5. Women’s Entrepreneurship Platform

Contact Information:

Website: <https://www.womenentrepreneurs.pl>

Description:

This platform provides resources, networking opportunities, and mentorship programs specifically designed for women entrepreneurs in Poland. It offers workshops, seminars, and access to a community of like-minded individuals, supporting migrant women in building and growing their businesses.

6. Business Incubators in Poland

Contact Information:

Access varies by city (e.g., ReaktorX in Warsaw, Hubraum in Kraków)

Description:

Business incubators provide early-stage entrepreneurs with legal guidance, office space, mentorship, and tax advisory services. They create a supportive environment for developing business ideas, particularly for women needing structured support and legal clarity. Some incubators work with migrant support organizations to better accommodate Ukrainian women.

7. Foundation for Women Entrepreneurs

Contact Information:

Website: <https://www.fundacjakobiet.pl>

Description:

This foundation offers education, consulting, and business support tailored to women. It promotes financial independence and entrepreneurship through workshops, coaching, and mentoring. It is particularly welcoming to migrant women, helping them navigate the local business environment and gain access to resources and networks.

✗ Programs less directly relevant for early-stage migrant women:

These may still be helpful, but are more suited to advanced businesses, large-scale innovation projects, or experienced entrepreneurs:

1. Business Development and Innovation Programme

• Contact Information:

Website: <https://www.eog.gov.pl/en/site/news/polish-agency-for-enterprise-development-announces-call-for-proposals-under-the-business-development-and-innovation-programme-with-support-of-the-norway-grants/>

• Description:

This program, managed by the Polish Agency for Enterprise Development (PARP) and funded by Norway Grants, supports large-scale, innovation-driven projects. It focuses on sectors such as green industry, blue growth, and welfare technologies. While it promotes female entrepreneurship, the program is better suited to experienced entrepreneurs with growth-stage businesses.

2. Start in Poland Program

Contact Information:

Website: <https://www.parp.gov.pl/component/site/site/start-in-poland>

Description:

Start in Poland is a government program that offers funding, acceleration, and mentoring to innovative startups. It targets scalable, tech-driven ventures and is most beneficial for individuals with prior business experience or those with investment-ready ideas. It may be less accessible for migrant women just beginning their entrepreneurial journey.

3. Innovation Norway – Poland Office

Contact Information:

Website: <https://www.innovasjon Norge.no/en/start-page/our-services/eea-norway-grants/>

Description:

Innovation Norway supports cross-border business projects with a strong focus on sustainability and technological development. It is useful for entrepreneurs involved in Norwegian-Polish collaborations. However, it is more relevant for those with advanced business structures or experience in international project management.

4. European Funds for Social Development (FERS)

Contact Information:

Website: <https://www.funduszeuropejskie.gov.pl>

Description:

FERS supports initiatives that enhance employability and social inclusion. While some projects include entrepreneurship training, most funding goes to large organizations and public institutions. Early-stage entrepreneurs, including migrant women, may benefit indirectly through participating NGOs rather than applying for support directly.

5. Polish Investment and Trade Agency (PAIH)

Contact Information:

Website: <https://www.paih.gov.pl>

Description:

PAIH assists businesses seeking to expand internationally or attract foreign investment. It provides detailed market analyses, matchmaking services, and trade mission support. The agency is most helpful for established businesses aiming to scale, rather than for small or micro-enterprises starting out.

6. Local Chambers of Commerce and Industry

Contact Information:

Varies by region (e.g., Warsaw Chamber: <https://www.kig.pl>)

Description:

Chambers of Commerce offer valuable business networking events, advisory services, and representation. While not designed for newcomers, they are useful for entrepreneurs seeking to expand their connections, grow regionally, or access trade opportunities after launching a business.

These resources collectively offer a comprehensive support system for migrant women entrepreneurs in Poland, encompassing financial assistance, training, mentorship, and networking opportunities. Engaging with these programs can significantly enhance the prospects of establishing and growing successful businesses in the Polish market.

8. CONCLUSION

This guidebook has been designed to support and empower **adult women who are forced migrants from Ukraine** as they navigate their new lives and career journeys in Poland. Through practical advice, current resources, and actionable strategies, it aims to serve as both a roadmap and a source of encouragement during times of transition and uncertainty.

Key Takeaways and Strategies

- **Understanding the Labor Market:**
Gaining insight into Poland's current economic and employment trends helps migrant women identify realistic job opportunities and growing sectors, particularly in healthcare, IT, services, and education.
- **Building Strong Job Applications:**
Learning how to craft professional CVs and cover letters tailored to Polish standards increases the chances of successful applications. Knowing how to prepare for interviews and where to find job listings (e.g., Pracuj.pl, OLX, Urząd Pracy) equips women to enter the workforce confidently.
- **Accessing Education and Training:**
Both **formal and non-formal education**—including Polish language courses, vocational training, and retraining programs—are essential pathways to career development. Opportunities to validate foreign diplomas or demonstrate skills through assessments ensure that prior learning is not lost.
- **Utilising Support Services:**
Numerous **organizations, NGOs, and public programs** (e.g., Fundacja Ocalenie, IOM Poland, CareerHub, local integration centers) offer legal advice, employment counseling, childcare support, psychological aid, and mentoring specifically for migrant women.
- **Exploring Entrepreneurship:**
For women with a vision and drive to build something of their own, Poland offers accessible paths to entrepreneurship. Programs like **Start in Poland**, grants for women-led businesses, and local business incubators provide tools to start, grow, and sustain a business.

Encouragement for the Journey Ahead

We recognize that forced migration presents not only personal hardship but also professional disruption. However, with the right information, support, and community, it is possible to **rebuild a career, pursue new goals, and thrive** in a new country.

This guidebook highlights that every challenge can become a step toward growth. Whether you are looking to improve your language skills, re-enter the workforce, change careers, or start your own business—**you are not alone**.

You bring valuable skills, resilience, and experiences. By using the resources and strategies outlined in this guide, you can take meaningful steps forward.

Final Words

Believe in your ability to adapt, learn, and succeed.
Seek support, take action, and celebrate each small victory.
Your story does not end in displacement—it begins again in strength.

“You may have been forced to leave your home, but your dreams, your strength, and your future are still yours to shape.”

— *Anonymous*

