


**gini
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Global Recruitment & Staffing

Destination Guide

Poland



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Working Conditions

Working Hours and Flexibility

In Poland, the standard working hours are usually 40 hours, with opportunities for flexible work arrangements. Employees have various options to maintain a good work-life balance.

Popular Industries and Professions

In Poland, industries such as technology, engineering, finance, healthcare, and education are prominent. There is high demand for professionals specialized in these fields.

Employee Rights and Benefits

In Poland, employees are entitled to annual leave, sick leave, and health insurance. Additionally, pension contributions and social security benefits are provided.

Work-Life Balance Insights

In Poland, work-life balance is prioritized. Flexible working hours and vacation opportunities help employees focus on their personal lives.

Social Security

Health Insurance and Services

In Poland, the social security system provides comprehensive services for workers, including health insurance. Health insurance allows access to state hospitals.

Pension and Unemployment Insurance

In Poland, pension and unemployment insurance provide financial security in retirement and income support during unemployment.

Family Support Programs

Poland offers various support programs for families, such as child allowances, parental leave, and social assistance programs.

Disability and Maternity Benefits

Poland provides financial assistance, healthcare services, and salary support for individuals with disabilities and those on maternity leave.

Taxes

Employer

In Poland, employer taxes range from 19.48% to 22.14%. Additionally, employers provide a tax-free 100 PLN work-from-home allowance for all employees.

Employee

Employee payroll taxes consist of 9.76% for the pension fund, 9% for national healthcare, 2.45% for sickness insurance, and 1.5% for disability insurance.

Employee Income Tax

In Poland, income tax is 12% up to 120,000 PLN with a fixed 3,600 PLN. Above this, it's 32% plus 10,800 PLN.

Tax Reporting and Filing

In Poland, tax reporting is done through annual income declarations. Both companies and individuals must report their earnings accurately and adhere to payment deadlines.

Employment Termination

Termination Process

In Poland, employers must provide a written reason and notice period for termination, allowing time to find a replacement. Termination can be due to breaches or underperformance.

Notice Period

In Poland, employees are entitled to a notice period based on service: 3 months (over 3 years), 1 month (6 months to 3 years), 1 week (less than 6 months). Probation notice is 3 days to 2 weeks.

Severance Pay

In Poland, severance pay is based on service: 3 months' salary for over 8 years, 2 months for 2–8 years, and 1 month for less than 2 years, as outlined in the employment contract.

Probation Periods

In Poland, the probationary period lasts up to three months. Employers can use a "trial contract," which ends after this period, then either terminate or offer a new contract.