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# The economic situation of Ukrainians in Poland on the example of the Opole Voivodeship

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The article presents statistical data taking into account the inflow of employees from abroad, in particular from Ukraine to Poland, including those settling in the Opole Voivodeship. It also discusses selected results of a survey conducted in the Opole region among 263 employers, concerning the recruitment of foreigners. The survey was aimed, *inter alia*, at establishing the level of remuneration offered to foreigners and possible non-salary employment conditions, e.g., those related to assistance in finding accommodation for them. The survey was carried out by means of a questionnaire. To reach the respondents, CAWI (Computer Assisted Web Interview) and PAPI (Paper and Pencil Interview) techniques were used. The research conducted in the Opole Voivodeship shows that the average wage offered to foreign workers was lower than the average wage in the region. As was *inter alia* established, wages offered to foreigners differed depending on the size of the company – the lowest wages were proposed by micro-entrepreneurs, while representatives of medium-sized companies were the most willing to pay. Employers drew attention to the fact that, in addition to remuneration, they also incurred additional costs related to employing a foreigner. These included: assistance with finding lodgings and/or paying for them, covering a part of food costs, as well as covering commuting costs. The text also presents selected data on the legality of employment of foreigners in the Opole Voivodeship.

**Key words:** employment conditions, immigration, labour market, Ukrainians, wages

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## Introduction

A growing inflow of foreign workers to Poland has been observed in recent years. Most of the foreigners come from outside the European Union, with Ukrainians being the largest group. Thus, Poland is no longer just a country of emigration and not only do Poles' trips abroad affect socio-economic changes at the national and regional level.<sup>1</sup> Poland has also become an attractive place for immigrants, chiefly economic migrants. So one can observe a gradual transformation of the Polish mobility model – from an emigration to an immigration one.<sup>2</sup>

Foreigners' presence on the labour market in Poland is the subject of a growing number of analyses that cover various groups of foreigners and their role in the economy and society. The research conducted so far in Poland has concerned, *inter alia*, foreign workers – both from the perspective of employers<sup>3</sup> and foreigners themselves<sup>4</sup> – foreign students<sup>5</sup> and immigrants running businesses in Poland.<sup>6</sup>

The purpose of the article is to discuss selected aspects of the economic situation of citizens of Ukraine in Poland. The text presents statistical data on the number of work permits issued to foreigners and declarations of intention to entrust work to a foreigner, and shows the share of such documents intended for Ukrainians (in Poland and in the Opole Voivodeship). Then, presented are the results of questionnaire surveys (CAWI [Computer Assisted Web Interview] and PAPI [Paper and Pencil Interview] techniques were used to reach respondents), which were carried out in 2015 in the Opole Voivodeship among 263 entrepreneurs. Their aim was, *inter alia*, to establish the amount of remuneration offered to foreigners and additional conditions of employment guaranteed by employers. The article also discusses data concerning the legality of the employment of foreigners in the Opole region.

1 K. Heffner, B. Solga, *Migracje zagraniczne jako czynnik sprawczy rozwoju regionów w Polsce*, "Studia Migracyjne – Przegląd Polonijny" 2016, No. 3 (161), p. 151.

2 B. Solga, S. Kubiciel-Lodzińska, *Poland: immigration instead of emigration. Transformation of the mobility model*, *Conference Proceedings of the 30th International Business Information Management Conference (IBIMA)*, Spain 2017, p. 797.

3 The following publications can be mentioned in this respect: A. Organiściak-Krzykowska, M. Piotrowski *et al.*, *Popyt na pracę cudzoziemców*, Olsztyn 2013; S. Kubiciel-Lodzińska, *Zatrudnienie cudzoziemców w przedsiębiorstwach. Determinanty i perspektywy (przykład województwa opolskiego)*, Katowice 2016.

4 Among publications presenting the results of surveys conducted among foreign workers we can mention, among others, the following: S. Kubiciel-Lodzińska, *Imigracja zarobkowa do województwa opolskiego. Skala, warunki i perspektywy*, Opole 2012; A. Górny, *All circular but different: Variation in patterns of Ukraine-to-Poland migration*, "Population, Space and Place" 2017, Vol. 23 (8).

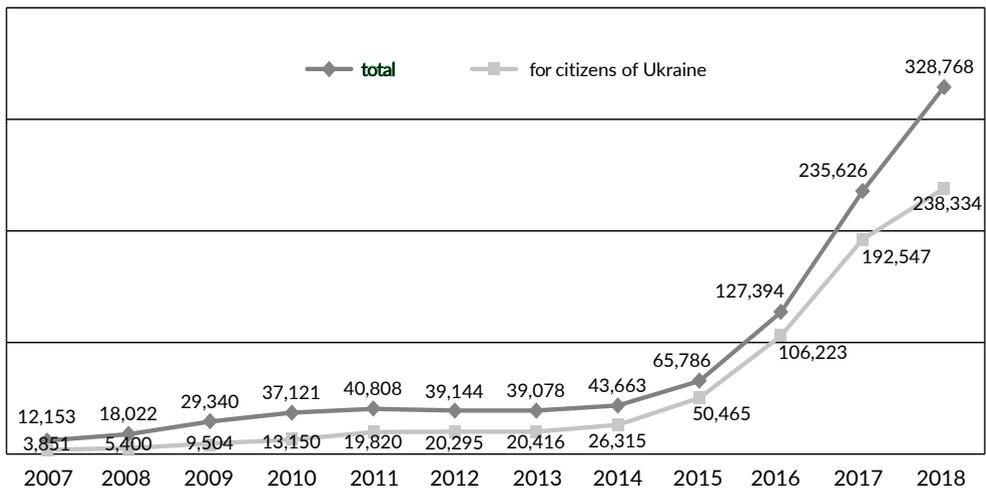
5 S. Kubiciel-Lodzińska, *Studenci zagraniczni w Polsce – ich obecność na rynku pracy oraz wydatki (na podstawie badań z województwa opolskiego)* [in:] *Edukacja w świetle przemian współczesnego rynku pracy – wybrane problemy*, ed. D. Kotlorz, "Studia Ekonomiczne. Zeszyty Naukowe Wydziałowe Uniwersytetu Ekonomicznego w Katowicach" 2014, No. 197; M. Gasińska, *Studenci z Ukrainy w Polsce. Uwarunkowania, oczekiwania i opinie w świetle badania ewaluacyjnego w AFiB Vistula*, "Zeszyty Naukowe Uniwersytetu Vistula" 2016, No. 47 (2).

6 In this area, the following works can be mentioned: K. Andrejuk, *Przedsiębiorcy Ukraińcy w Polsce. Struktura i sprawstwo w procesie osiedlania*, Warszawa 2017; J. Brzozowski, *Immigrant Entrepreneurship and Economic Adaptation: A Critical Analysis*, "Entrepreneurial Business and Economics Review" 2017, Vol. 5, No. 2; A. Brzozowska, *Przedsiębiorczość imigrantów wietnamskich w Polsce*, doctoral dissertation, Warsaw University, Warszawa 2015.

## Selected statistics on the inflow of foreign workers to Poland, including to the Opole Voivodeship, over the period 2007-2018

The most numerous group of foreigners coming to Poland from so-called ‘third countries’ are persons arriving for the purpose of employment. To be able to work legally, they must have a work permit or their employer must register a declaration of intention to entrust work. Diagram 1 shows the number of work permits issued in Poland over the period 2007-2018.

**Diagram 1.** Work permits issued in Poland over the period 2007-2018

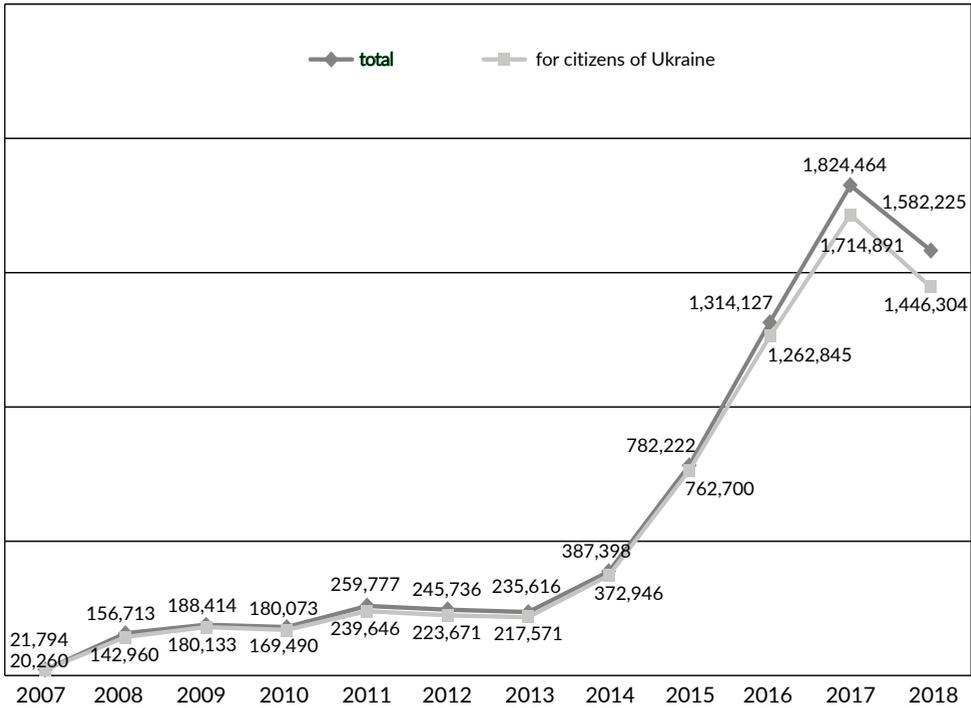


Source: own study based on data from the Ministry of Family, Labour and Social Policy, <http://psz.praca.gov.pl/rynek-pracy/statystyki-i-analizy/zatrudnianie-cudzoziemcow-w-polsce> (online access: 28.1.2019)

In 2007, slightly more than 12 thousand work permits were issued in Poland. The most dynamic increases were recorded over the period 2015-2017. In 2017, it was nearly 236 thousand permits, which is almost twenty times more than 10 years previously. In 2018, a further increase in the number of issued permits could be observed – it amounted to over 328 thousand. Most of the documents were intended for citizens of Ukraine.

Even more noticeable increases in the number of documents issued for foreign workers were observed in the registration of declarations of intention to entrust work to a foreigner. Nearly 22 thousand declarations were registered in 2007, while in 2017 it was more than 1.8 million (see Diagram 2), which is an over 80-fold increase. As in the case of work permits, the majority of declarations were also intended for citizens of Ukraine.

**Diagram 2.** Declarations of intention to entrust work to a foreigner registered in Poland over the period 2007-2018



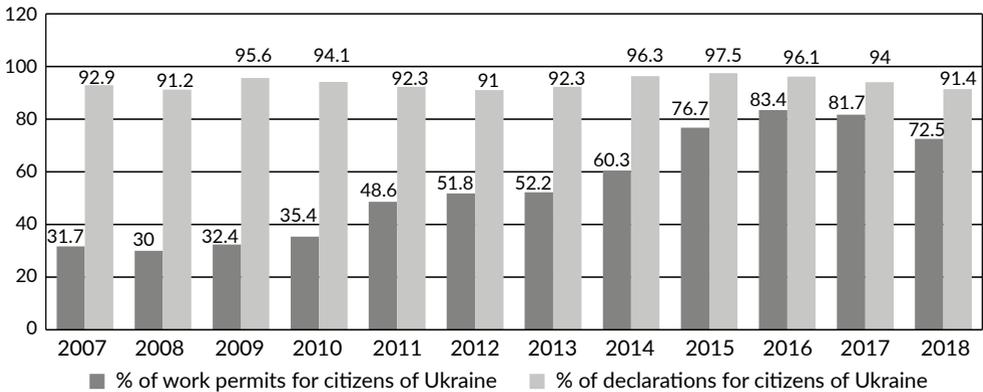
Source: own study based on data from the Ministry of Family, Labour and Social Policy, <http://psz.praca.gov.pl/rynek-pracy/statystyki-i-analizy/zatrudnianie-cudzoziemcow-w-polsce> (online access: 28.1.2019)

In 2018, legal regulations regarding foreigners' employment in Poland were modified and a seasonal work permit for a foreigner was introduced. This is issued for a period not exceeding 9 months.<sup>7</sup> In 2018, 121 thousand such permits were issued in Poland. This change in the legal regulations could explain to some extent the decline in the number of declarations registered in 2018.

Over 90% of declarations issued over the period 2007-2018 were intended for citizens of Ukraine (see Diagram 3). In addition, an increase in the share of Ukrainians in the number of issued work permits was also observed. Over the period 2007-2010, about 30% of them were intended for citizens of Ukraine, from 2011 to 2013 it was about 50%, while between 2014 and 2017 it was as much as 80%. In 2018, this ratio fell slightly to 72.5% – with an increase in the number of work permits issued to citizens of Bangladesh, India and Nepal.

<sup>7</sup> Regulation of the Minister of Family, Labour and Social Policy of 7 December 2017 on issuing a work permit for a foreigner and entering a declaration on entrusting work to a foreigner in the register of declarations (Journal of Laws of 2017, item 2345).

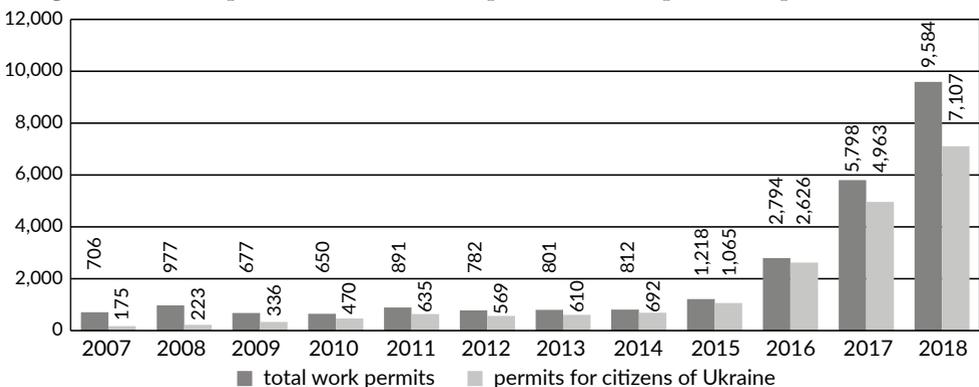
**Diagram 3.** The share of work permits and declarations of intention to entrust work, registered for citizens of Ukraine in the total number of such documents issued over the period 2007-2018



Source: own study based on data from the Ministry of Family, Labour and Social Policy, <http://psz.praca.gov.pl/rynek-pracy/statystyki-i-analizy/zatrudnianie-cudzoziemcow-w-polsce> (online access: 28.1.2019)

Data on foreigners' inflow to work in Poland show regional differences. Most documents intended for foreigners are issued in the following voivodships: Masovian, Lower Silesian, Greater Poland, Łódź, Lesser Poland and Silesian.<sup>8</sup> In the Opole region, both the number of work permits issued to foreigners and the number of declarations of intention to entrust work to a foreigner (in absolute numbers) is at an average level, as compared to other regions of Poland. However, it should be noted that the employment of foreign workers is growing. Diagram 4 shows the number of work permits issued in the Opole Voivodship over the period 2007-2018.

**Diagram 4.** Work permits issued in the Opole Voivodship over the period 2007-2018



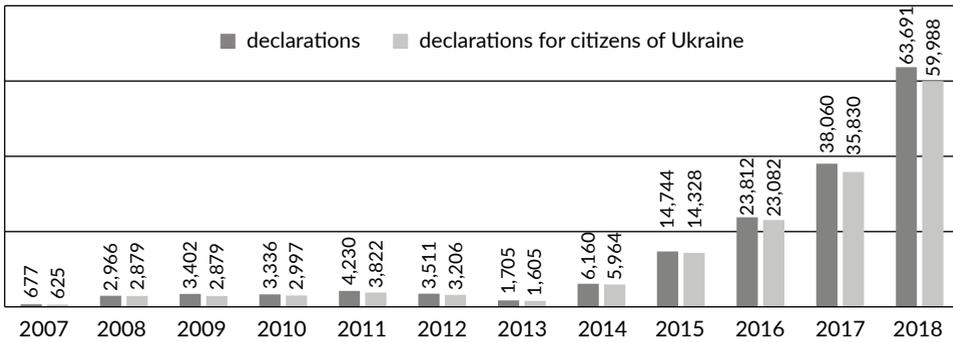
Source: own study based on data from the Ministry of Family, Labour and Social Policy, <http://psz.praca.gov.pl/rynek-pracy/statystyka-i-analizy/zatrudnianie-cudzoziemcow-w-polsce> (online access: 28.1.2019)

8 A. Organiściak-Krzykowska, M. Piotrowski, *Struktura przestrzenna krótkoterminowego zatrudnienia cudzoziemców w Polsce*, "Problemy Polityki Społecznej. Studia i dyskusje" 2018, 42 (3), p. 102.

Between 2007 and 2014, several hundred work permits for foreigners were issued annually in the Opole region. Since 2015, the number of issued documents has been increasing, it has exceeded 1200 and has been systematically growing – in 2018 it was almost 9.6 thousand. While over the period 2007–2009 about 25 to 50% of permits were intended for citizens of Ukraine, in subsequent years this group has gained in importance – e.g., over 87% of work permits were issued to Ukrainians in 2015, and in 2016 it was almost 94% of work permits. In two consecutive years, i.e., in 2017 and 2018, the share of documents issued to Ukrainian citizens in the region decreased to 85% and 74%, respectively. In the Opole Voivodship, as well as throughout Poland, an increase in the number of permits issued to citizens of Nepal (in 2018 over 1.2 thousand were issued to this group), Bangladesh and India is noted.

Over the period 2007–2018, an increase in the number of registered declarations of intention to entrust work was also observed in the Opole region (Diagram 5).

**Diagram 5.** Declarations of intention to entrust work to a foreigner registered in the Opole Voivodship over the period 2007-2018



Source: own study based on data from the Ministry of Family, Labour and Social Policy, <http://psz.praca.gov.pl/rynek-pracy/statystyka-i-analizy/zatrudnianie-cudzoziemcow-w-polsce> (online access: 28.1.2019)

The most dynamic increases in the number of registered declarations have been recorded in the Opole region since 2014. As in the whole of Poland, also in this voivodship over 90% of declarations were intended for citizens of Ukraine.

## Research method and description of the surveyed group

The research discussed in the article was conducted in enterprises in the Opole Voivodship in 2015. The text presents its selected results. The aim of the research was, *inter alia*, to obtain information on the amount of remuneration offered to foreigners

and on additional conditions of employment, such as assistance with finding lodgings or paying for accommodation. The choice of the area to be analysed was not accidental. This voivodeship is distinguished by foreign trips (permanent and periodic) of its inhabitants, something that has been a feature since the 1990s.<sup>9</sup> These have resulted in a significant loss of labour resources, which in turn has brought about a shortage of employees in certain industries and occupations. Although statistical data show that the inflow of foreign workers to the Opole Voivodeship remains at an average level, as compared to other regions, their presence is important from the point of view of the labour market. A nationwide survey of employers conducted by the Centre of Migration Research shows that the Opole region has one of the highest percentages of companies using foreigner labour. According to the aforementioned analysis, in 2016 it amounted to over 17%, and in 2017 to over 12% (while the average for the whole country is about 6%). Foreigners are important for employment stability in the region, which is also confirmed by the results cited. On a national scale, the total share of immigrants in employment was about 2%, while in the Opole Voivodeship in 2016 and 2017 these proportions were much higher and amounted to nearly 11 and 6.7%, respectively.<sup>10</sup>

The research discussed in the article was two-staged in character. Firstly, respondents were reached by means of an online questionnaire which was sent to all entities associated in the Opole Chamber of Commerce (479 companies), Club 150 (199 companies), participating in an international research project carried out by the Opole University of Technology and the University of Opole (200 companies), as well as entities entered in the database of the Opole Voivodeship Office as those which had obtained work permits for foreigners in 2014 (30 entities). The questionnaire was sent to over 900 companies. However, only 44 companies completed and returned the questionnaire, which is less than 5% of the whole group. Reaching respondents by electronic means proved to be ineffective. Secondly, the research was also conducted using a method of direct contact with entrepreneurs during meetings and training courses organised for them.

The following research hypotheses were conceived for the study:

1. Micro-enterprises offer the lowest wages to foreigners.
2. Large companies offer the highest wages to foreigners.
3. Entrepreneurs offer assistance to foreign workers in finding accommodation.

The largest group among 263 respondents, *i.e.* 43% (113 entities), were micro-enterprises. Over one third of respondents were small enterprises (88 respondents). Medium and large enterprises had a much lower share in the group of respondents – only 17.1% (45 companies) and 6.4% (17 companies) respectively. A detailed distribution of respondents is presented in Table 1.

<sup>9</sup> The Opole region is also distinguished in terms of the number of studies carried out in the area of migration: *Raport o stanie badań nad migracjami w Polsce po 1989 roku*, ed. A. Horolets, M. Lesińska, M. Okólski, Warszawa 2018, p. 11.

<sup>10</sup> A. Górny, P. Kaczmarczyk *et al.*, *Imigranci w Polsce w kontekście uproszczonej procedury zatrudniania cudzoziemców*, Warszawa 2018, pp. 68-71.

**Table 1.** Surveyed entrepreneurs by employment size

Specification	Micro companies	Small companies	Medium-sized companies	Large companies	Total
Number	113	88	45	17	263
Percent	43	33.5	17.1	6.4	100

Source: own study based on research results

In the group of companies covered by the survey, the largest number of entities – over one fourth (70 companies) represented construction. Second place was taken by employers from the service sector – 25% (66 entities), followed by enterprises from the metal industry – 11.8% (31 companies), while fourth place was occupied by companies from the food industry – 10.7% (28 respondents). The results are presented in Table 2.

**Table 2.** Surveyed entrepreneurs by industry

Industry	Entrepreneurs surveyed	
	number	percent
Construction	70	26.6
Metal industry	31	11.8
Fuel and energy industry	4	1.5
Wood and paper industry	12	4.7
Furniture industry	13	4.9
Medical and rehabilitation services	7	2.7
Transport and logistics	13	4.9
Food industry	28	10.7
Chemical industry	5	1.9
Agriculture	10	3.8
Services	66	25.0
Tourism	4	1.5
Total	263	100.0

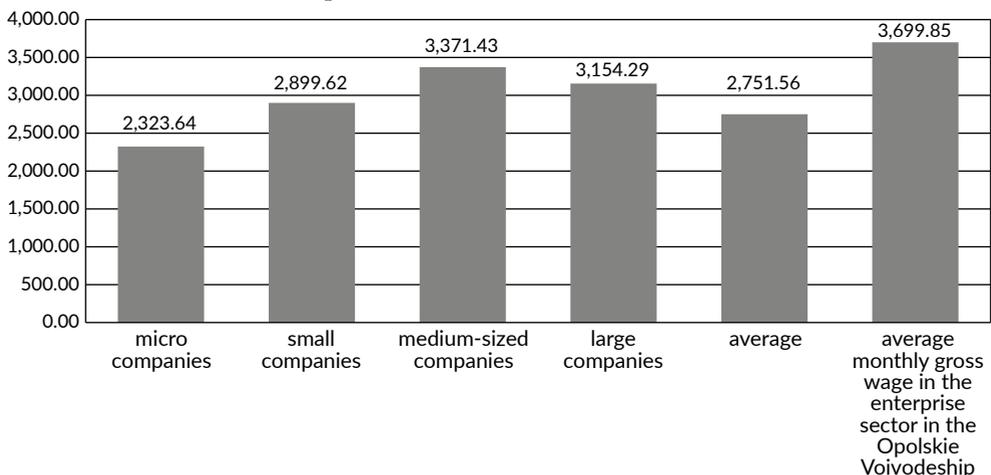
Source: own study based on research results

The shares of respondents from other industries were lower. Enterprises representing the furniture industry as well as transport and logistics accounted for 4.9% (13 companies each), and the wood and paper industry – 4.7% of the group (12 entities). The following companies should be also mentioned in terms of the number of respondents: agricultural companies, which accounted for 3.8% of respondents (10 entities), companies representing medical and rehabilitation services, which accounted for 2.7% (7 companies), companies from the chemical industry – 1.9% (5 companies), and companies operating in tourism and the fuel and energy industry – 1.5% (4 respondents each).

## Amounts of remuneration offered to foreign workers

The research carried out in the Opole Voivodeship shows that the average gross monthly remuneration offered in the analysed group of employers amounted to slightly more than PLN 2,750 (for details, see the distribution of amounts in Diagram 6). The division of respondents according to the employment level showed that the highest wages were proposed in medium (over PLN 3,370 gross) and large companies (about PLN 3,150 gross). Slightly lower remuneration was declared by small and micro-enterprises, respectively: nearly PLN 2,900 gross and slightly over PLN 2,300 gross.<sup>11</sup> In the year of the survey, *i.e.*, 2015, the average gross monthly remuneration in the Opole Voivodeship was PLN 3,699.85.<sup>12</sup> Thus, this was over PLN 900 higher than the average wage offered to foreigners.

**Diagram 6.** Gross remuneration offered to foreigners in the Opole Voivodeship according to the survey and average monthly gross remuneration in the sector of enterprises from the same area [in PLN]



Source: study based on the results of own research

The results are also confirmed by other studies. The report of the *Economic Immigration Barometer – the second half of 2018* prepared by the Personnel Service shows that about 70% of Ukrainians earn over PLN 2.5 thousand net, and 45% of them receive

<sup>11</sup> The issue is discussed in more detail in the following text: S. Kubiciel–Łodzińska, J. Maj, *The amount of remuneration offered to foreign employees taking up legal employment in Poland on the example of the Opole Voivodeship*, “Applied Sciences Review” 2016, No. 13, pp. 67-69.

<sup>12</sup> Urząd Statystyczny w Opolu [Statistical Office in Opole], *Raport o sytuacji społeczno-gospodarczej województwa opolskiego w 2015 r.*, <http://opole.stat.gov.pl/publikacje-i-foldery/inne-opracowania/raport-o-sytuacji-spolesno-gospodarczej-wojewodztwa-opolskiego-w-2015-r-9,6.html>, p. 42 (online access: 25.1.2019).

remuneration higher than PLN 3 thousand net. About one fourth of respondents earn less than PLN 2.5 thousand net.<sup>13</sup> As these are nationwide data, they do not take into account regional differences. For comparison, the average wage in Poland in the third quarter of 2018 reached PLN 4,580.20 gross,<sup>14</sup> and the minimum national wage in 2018 was PLN 2,100 gross. Both presented studies show that earnings received in Poland by foreigners are lower than average wages.

## Additional conditions of employment of foreign workers

Employers necessarily offer foreign workers non-salary employment conditions. Foreigners coming for employment purposes usually do not know well the language of the country they come to (or do not know it at all), so it is difficult for them to find themselves in the new reality, which is why it is common practice to introduce an informal or formalised system of care for them. In some countries, legal regulations specify, for example, the amount of remuneration, the scope of health care proposed, the party paying for transport, accommodation and recruitment fees.<sup>15</sup> For example, Jordan has legally introduced a standardised employment contract for immigrants, which, *inter alia*, specifies that the employer: covers the costs related to the foreigner's travel, including those related to obtaining a work and residence permit, guarantees life and accident insurance, adequate accommodation and even meals, health care and an equivalent of 15-day earnings after the end of a two-year period of employment.<sup>16</sup>

In surveys carried out in the Opole Voivodeship, more than one third of entrepreneurs, when asked about additional conditions of employment proposed to foreign workers, mentioned assistance with finding lodgings (Diagram 7). Over 9% of respondents offered (or would offer) food or subsidies to food, and a similar group (8.9%) – free lodgings. In turn, 7.6% of respondents pay (or would be willing

13 Personnel Service, *Barometr Imigracji Zarobkowej 2018* [Economic Immigration Barometer 2018], <http://personnel-service.pl> (online access: 5.12.2018).

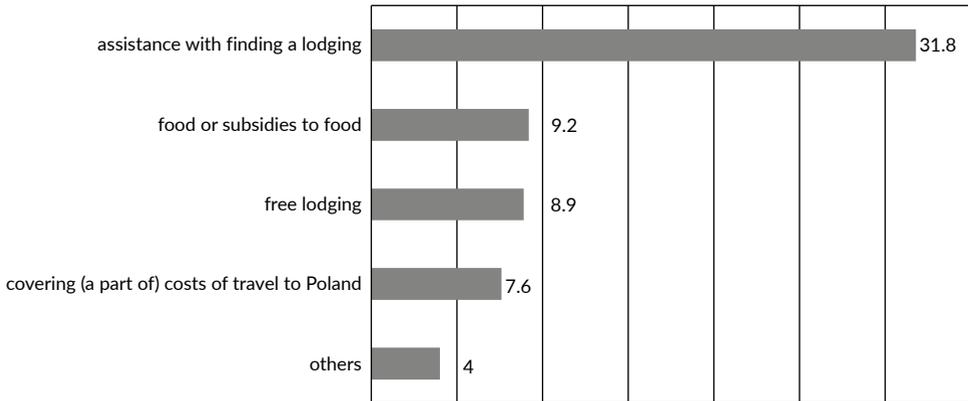
14 Communication of the President of the Statistics Poland of 13 November 2018 on the average wage in the third quarter of 2018 (Official Gazette "Monitor Polski" of 2018, item 1100), <https://stat.gov.pl/sygnalne/komunikaty-i-obwieszczenia/lista-komunikatow-i-obwieszczen/komunikat-w-sprawie-przecietnego-wynagrodzenia-w-trzecim-kwartale-2018-roku,271,22.html> (online access: 1.3.2019).

15 Additional conditions of employment for foreign workers are described, *inter alia*, by: M. Ruhs, P. Martin, *Numbers vs. Rights: Trade-offs and Guest Worker Programs*, "International Migration Review" 2008, Vol. 42 (1); K. Donato, C. Wakabayashi *et al.*, *Shifts in the Employment Conditions of Mexican Migrant Men and Women: The Effects of U.S. Immigration Policy*, "Work and Occupations" 2008, Vol. 35 (4); A. Cangiano, K. Walsh, *Recruitment Processes and Immigration Regulations: The Disjointed Pathway to Employing Migrant Careers in Ageing Societies*, "Work, Employment & Society" 2013, Vol. 28 (3).

16 J. d'Cunha, *Protecting Migrant Domestic Workers – Enhancing their Development Potential. Round Table 3–3 Background paper prepared for the Global Forum for Migration and Development*, Mauritius 2012.

to do so) the cost of a foreigner’s travel to Poland. At the same time, over 27% of respondents have not proposed (or have not intended to propose) additional conditions of employment.<sup>17</sup>

**Diagram 7.** Additional conditions of employment offered to foreign workers according to a survey conducted in the Opole Voivodeship [in %]



Source: study based on the results of own research

Similar conclusions can be drawn from the survey conducted by the Personnel Service. Over one third of surveyed employers indicated assistance in completing formalities, 25% offered social benefits (e.g., health care), 24% offered lodgings, and 19% – transport to the work place. In turn, 12% declared that they had guaranteed their employees from Ukraine access to the Internet, and 9% (a similar percentage as in the Opole study) – food.<sup>18</sup>

Assistance for foreign workers with finding lodgings or even an offer of accommodation (free or paid) is a must. Foreigners often do not know how and where to find lodgings. They are not always able to use social networks that would make it easier for them to move around in their new environment. As the research conducted in Opole shows, ethnic networks, due to the small number of immigrants, are not important in this city.<sup>19</sup> In addition, it happens that at the beginning of their stay in a foreign country, foreigners do not have sufficient resources to pay the necessary fees. The problem with accommodation for foreign workers offered by employers is the very low standard of such

<sup>17</sup> The research results are discussed in more detail in the paper by S. Kubiciel–Lodzińska, *Zatrudnienie cudzoziemców w przedsiębiorstwach. Determinanty i perspektywy (przykład województwa opolskiego)*, Katowice 2016, and also S. Kubiciel-Lodzińska, B. Ruszczak, *Non-Salary employment conditions offered to foreigners legally employed in Poland (study based on the Opole Voivodeship data)*, “Central and Eastern European Journal of Management and Economics” 2017, Vol. 5 (1).

<sup>18</sup> Personnel Service, *Barometr Imigracji Zarobkowej – II półrocze 2017 r.* [Economic Immigration Barometer – second half of 2017], p. 15, <http://personnelservice.pl/pl/biuro-prasowe/raporty> (online access: 5.12.2018).

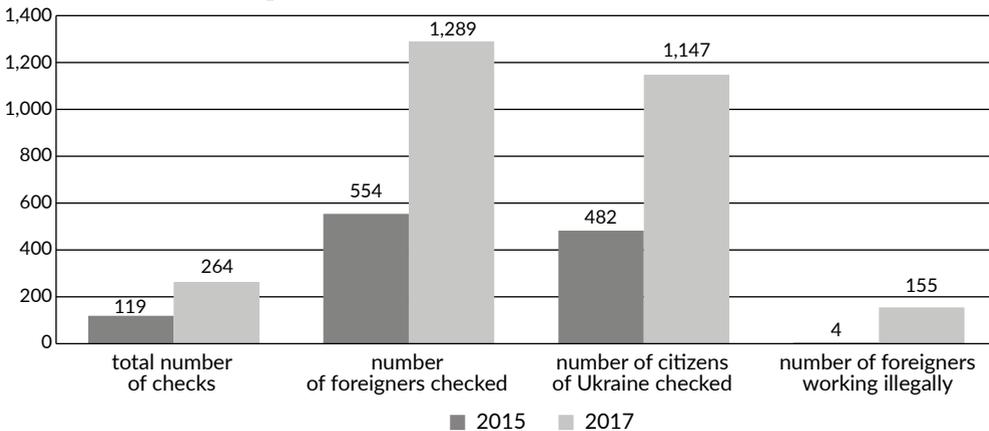
<sup>19</sup> K. Jaskulowski, *Patterns of Middling Migrant Sociabilities: a Case Study of Disempowered City and Towns*, *Journal of International Migration & Integration*, 2019, <https://doi.org/10.1007/s12134-019-00657-0>.

accommodation.<sup>20</sup> The issue of employee housing proves to be so important that the International Labour Organisation has developed documents containing the (minimum) requirements for the accommodation offered by employers.<sup>21</sup>

## Legality of employment taken up by citizens of Ukraine in the Opole Voivodeship

When analysing the economic situation of Ukrainians in the Opole Voivodeship, one should also look at the legality of their employment. In 2017, the Regional Labour Inspectorate in Opole carried out 264 checks on the legality of employment and work performance by foreigners. This is twice as many as in 2015 (*cf.* Diagram 8). Nearly 90% of all foreigners checked in 2017 in the Opole region were citizens of Ukraine. In 2017, the Inspectorate revealed 155 cases of illegal employment by foreigners, while in 2015 this situation concerned four foreigners.

**Diagram 8.** The number of checks on the legality of employment and the number of foreigners covered by the control in the Opole Voivodeship in 2015 and 2017 [in persons]



Source: own study based on: Okręgowy Inspektorat Pracy w Opolu [Regional Labour Inspectorate in Opole], *Sprawozdanie z działalności w 2017 r.* [Report on activities in 2017], Opole 2018, pp. 44-45, <https://opole.pip.gov.pl/pl/k/index/138> (online access: 5.3.2019)

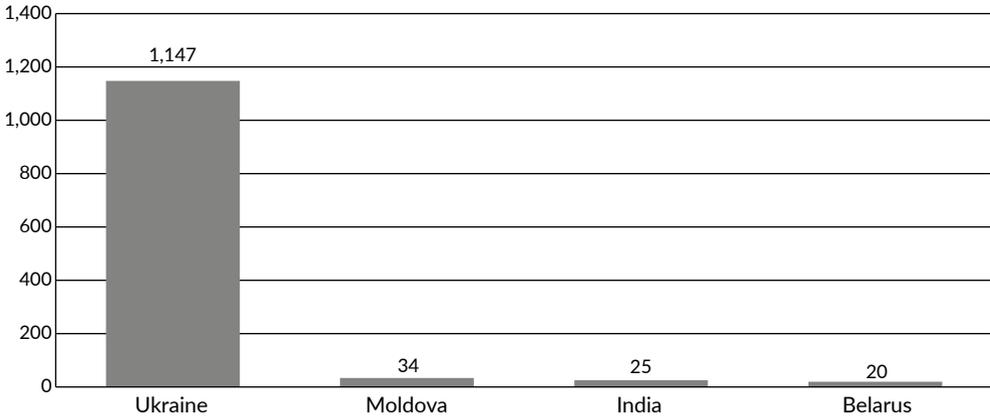
Among the foreigners covered by the survey, the most numerous group were citizens of Ukraine (nearly 90%). The number of foreigners from other countries was definitely

<sup>20</sup> *Housing for EU labour migrants*, <https://www.government.nl/topics/new-in-the-netherlands/contents/housing-for-eu-labour-migrants> (online access: 28.1.2019).

<sup>21</sup> International Labour Organisation, *Workers' Housing Recommendation*, 1961, No. 115, [http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:R115](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:R115) (online access: 28.1.2019).

smaller. Moldovans (2.6%), Indians (1.9%) and Belarusians (1.6%) were also monitored, as illustrated in detail in Diagram 9.

**Diagram 9.** Selected countries of origin of foreigners covered by control in the Opole Voivodeship in 2017 [in persons]



Source: own study based on Okręgowy Inspektorat Pracy w Opolu [Regional Labour Inspectorate in Opole], *Sprawozdanie z działalności w 2017 r.* [Report on activities in 2017], Opole 2018, pp. 44-45, <https://opole.pip.gov.pl/pl/k/index/138> (online access: 5.3.2019)

The most frequent violation was the lack of a required work permit (118 foreigners). In addition, inspectors from the Regional Labour Inspectorate noted the absence of written contracts (this referred to 106 foreigners) and entrusting work to a foreigner on conditions other than those specified in the work permit (in the case of 14 foreigners).<sup>22</sup>

## Summary

Citizens of Ukraine are currently the largest group of foreigners in Poland. Due to their cultural and linguistic proximity, they fit into the labour market quite well and are willingly employed by Polish employers.

The research shows that this group of entrepreneurs was willing to pay foreigners less than the average monthly wage in the Opole region (most respondents were companies employing foreigners in the secondary labour market segment, which may affect the average remuneration). The first hypothesis, which assumed that micro-enterprises offered the lowest wages, has been positively verified. The second

<sup>22</sup> Okręgowy Inspektorat Pracy w Opolu [Regional Labour Inspectorate in Opole], *Sprawozdanie z działalności w 2017 r.* [Report on activities in 2017], Opole 2018, p. 45, <https://opole.pip.gov.pl/pl/k/index/138> (online access: 5.3.2019)

hypothesis has been verified negatively because according to the obtained answers the highest wages were offered in medium-sized enterprises. The difference between the wages of foreigners and the average wages in the region was about 20%. According to the experience of other countries, immigrants have lower wages, because they usually take up the so-called worse jobs.<sup>23</sup> These observations are confirmed by research conducted, *inter alia*, in the United States, which shows that lower pay for foreign workers is almost the rule, with average differences of around 5-10%.<sup>24</sup> On the other hand, research conducted in Germany showed that foreigners have never reached the level of wages of native employees, which was mainly due to the fact that their migration was periodic.<sup>25</sup> In Spain, attention was drawn to the wage differences between immigrants from different parts of the world, *e.g.*, Africa, Asia or Europe. In addition, it was found that the pay gap was also due to the type of employment contract of the immigrant and their professional experience.<sup>26</sup> A wider interpretation of the results obtained in the Opole Voivodeship would require more in-depth research. The third hypothesis has been also confirmed. Employers who employ foreign workers also incur supplementary costs in addition to remuneration, such as assistance in completing the formalities for taking up employment and staying in Poland, finding lodgings (sometimes they cover part or all of the incurred costs) or providing transport to work.

Due to the growing demand for employees,<sup>27</sup> including those from abroad, as well as the companies' efforts to become more innovative (also through the implementation of the concept of diversity management<sup>28</sup>), it is necessary to develop research on the immigration processes of foreign workers and their employers. It is worth expanding knowledge, among others, on the factors that would keep Ukrainians in Poland, encourage them to continue employment or even to settle. As a result, it would be possible to determine the level of their integration<sup>29</sup> and impact on the economy, *e.g.*, in terms of

23 T.J. Hatton, J.G. Williamson, *International Migration and World Development: A Historical Perspective* [in:] *Economic Aspects of International Migration*, ed. H. Giersch, Heidelberg 1994, p. 22.

24 P. McGouldrick, M. Tannen, *Did American Manufacturers discriminate against immigrants before 1914?*, "Journal of Economics History" 1977, Vol. 37 (3).

25 K.F. Zimmermann, *Some General Lessons for Europe's Migration Problem* [in:] *Economic Aspects of International Migration*, ed. H. Giersch, Heidelberg 1994, p. 265.

26 F. Munoz-Bullon, J.I. Garcia-Perez, M. Prieto-Rodriguez, *The wage gap between immigrant and native workers in Spain: an analysis using matched employer-employee data*, Working Papers Series (WP ECON 10.05), <http://www.upo.es/serv/bib/wps/econ1005.pdf> (online access: 15.3.2019).

27 The report prepared by PwC shows that if the current economic growth continues, the labour market may be short of 1.5 million people in the next 6 years. Details: <https://www.pwc.pl/pl/media/2019/2019-01-22-luka-rynek-pracy-2025-pwc.html> (online access: 23.1.2019).

28 The following publications can be mentioned in this respect: J. Maj, Ł. Walkowiak, *Diversity management in Polish Organizations, Proceedings of the 4th Virtual Conference on Advanced Research in Scientific Areas*, Zilina 2015; J. Maj, *Diversity Management Instruments in Polish Organisations*, "Journal of Corporate Responsibility and Leadership" 2017, Vol. 4 (1).

29 Certain actions have already been taken at regional levels, including in the Małopolska region, where the needs of immigrant integration have been diagnosed. *Cf.*: J. Brzozowski, K. Pędziwiatr, *Integracja imigrantów w Małopolsce w świetle etnomiernika*, "Studia Migracyjne – Przegląd Polonijny" 2015, Vol. 1 (155).

the amount of taxes paid and their use of the housing market.<sup>30</sup> It is also worth looking at a growing group of Ukrainians taking up degree programmes in Poland.<sup>31</sup> Learning about their plans after graduation (*e.g.*, regarding their economic activity), determining the conditions that would encourage them to stay in Poland, could be very valuable, because the potential of human capital is an important factor, *e.g.*, within the context of knowledge transfer<sup>32</sup> and improving the competitiveness of regions.<sup>33</sup> An important challenge facing Polish employers is the introduction by Germany of facilities for Ukrainians who want to work in their country. 2019 will probably show how attractive the German offer can be for citizens of Ukraine working in Poland, as well as how many of them will decide to leave and take up employment there.

<sup>30</sup> This is one of the factors of regional development, *cf.*: Ł. Mach, *An Analysis of Chosen Aspects of Regional Potentials of Housing Economy with Particular Focus on Social and Economic Dimension*, "Barometr Regionalny. Analizy i prognozy" 2016, Vol. 14, No. 4.

<sup>31</sup> The presence of students stimulates the development of academic centres as well as local communities and enterprises, *cf. e.g.*, D. Rokita-Poskart, *The economic consequences of students inflow for local enterprises*, *Proceedings of the 5th International Conference Innovation, Management, Entrepreneurship and Sustainability*, Prague 2017 as well as D. Rokita-Poskart, *What Decides About The Ability Of The Academic City To Keep Educational Migrants? Case of Opole Academic Centre* [in:] *Proceedings of the 31st International Business Information Management Association Conference (IBIMA). Innovation Management and Education Excellence through Vision 2020*, ed. K.S. Soliman, Milan 2018.

<sup>32</sup> M. Adamska, *Regionalny transfer wiedzy – perspektywa województwa opolskiego*, "Barometr Regionalny. Analizy i prognozy" 2012, No. 2 (28), p. 94.

<sup>33</sup> B. Klemens, K. Heffner, *Czynniki innowacyjności polskich regionów*, "Prace Naukowe Uniwersytetu Ekonomicznego we Wrocławiu" 2017, No. 467, p. 190.

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## Sytuacja ekonomiczna Ukraińców w Polsce na przykładzie województwa opolskiego

Artykuł prezentuje dane statystyczne uwzględniające napływ pracowników z zagranicy, w szczególności z Ukrainy do Polski, w tym do województwa opolskiego. Ponadto omówiono w nim wybrane wyniki badania przeprowadzonego na Opolszczyźnie wśród 263 pracodawców, dotyczyły przyjmowania do pracy cudzoziemców. Ich celem było m.in. ustalenie wysokości wynagrodzeń oferowanych obcokrajowcom oraz ewentualnych pozapłacowych warunków zatrudnienia, np. związanych z pomocą w znalezieniu im kwaterunku. W badaniu wykorzystano kwestionariusz ankiety. W dotarciu do respondentów zastosowano technikę CAWI (*Computer Assisted Web Interview*) oraz PAPI (*Paper and Pencil Interview*). Z badań przeprowadzonych w województwie opolskim wynika, że średnia płaca oferowana pracownikom z zagranicy była niższa niż średnia wypłata w regionie. Ustalono m.in., że wysokości płac oferowane cudzoziemcom różniły się w zależności od wielkości przedsiębiorstwa – najniższe wynagrodzenia proponowali mikroprzedsiębiorcy, natomiast najczęściej skłonni byli zapłacić przedstawiciele średnich firm. Pracodawcy zwracali uwagę, że poza wynagrodzeniem ponoszą także dodatkowe koszty związane z zatrudnianiem obcokrajowca. Są to m.in.: pomoc w znalezieniu mieszkania i/lub jego opłacenie, pokrycie części kosztów wyżywienia, jak również opłacenie kosztów dojazdu do pracy. Tekst przedstawia także wybrane dane dotyczące legalności zatrudnienia obcokrajowców w województwie opolskim.

**Słowa kluczowe:** warunki zatrudnienia, imigracja, rynek pracy, Ukraińcy, wynagrodzenia