

Country Snapshot: Poland



Overcoming Workforce Management
Obstacles in Poland

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Labor and compliance: flexibility to support local needs

Working hours

- Annualisation/Modulation prevalent in Poland;
 - Hours may vary for each week during the month
 - Must keep to daily/monthly norm and apply weekly minimum/maximum hours defined in employment contract
- Saturday/Sunday work—even one hour worked on Saturday, Sunday, or a public holiday must be given back to the co-worker as a day off or paid as exact worked hours

Rest breaks

- One in four Sundays off
- 35 hours consecutive rest per week

Leave

- Holiday: 20 days for co-workers with less than 10 years' service, increased to 26 days after 10 years' service
- Holiday calculated proportionally for part time co-workers

Business and government¹

Investment and trade


- The Polish government welcomes foreign investment and offers many incentives to businesses
- Legislation has been passed to counter discrimination against foreign firms in regard to awarding public contracts

Barriers to doing business

- Bureaucracy is often cited as a barrier to doing business in Poland. This is due to the elaborate process and the number of government agencies businesses have to go through to get permits.

Business ethics

- When dealing with local governments, it may be expected that businesspeople will pay to expedite a certain number of bureaucratic procedures. Poles sometimes speak of these payments as “lubrication.”
- Polish government has many fees and added costs
- Companies must be registered with the courts, and there are penalties for late registration



Having one global solution allows you to address local challenges. [UKG Dimensions™](#) is available in Polish to support local language needs.

[Learn more](#) from our customers and global experts on best practices for managing a global workforce.

¹ *GlobeSmart Culture Guides*, GlobeSmart, (April 21, 2020), found at www.globesmart.com/products/culture-guides/.