**Poland's Opportunities for Israeli industry and hi tech**

Poland presents increased performance for the dimensions stimulated by EU grants. Government and regional agencies will distribute more than 80 billion euro in the period of 2015 – 2020. There is the public aid available for companies investing in production capacity extensions (up to 70% non-refundable subsidies) and R&D projects (up to 80% non-refundable subsidies). The grants are offered for local companies to help them with accelerated development and for international investors to attract them to consider Poland as a great place to grow their business. Poland observes presently booming number of foreign companies locating their manufacturing and R&D subsidiaries that benefit from capacious local market, free access to EU market, intensive and accessible grants as well as effective labor.

Polish government strategically supports stakeholders involved in creation of the environment utilizing strong Polish HR potential. Surveys made among foreign investors who do business in the country show that the following are among the most appreciated characteristics of Polish employees: excellent qualifications, strong communication skills, proficiency in foreign languages as well as motivation to work and the organizational culture of Polish staff. Poles are innovative, creative and smart. Well-educated Polish economists, engineers, IT specialists and scientists are highly sought-after and appreciated employees who find employment in IT companies, R&D centers and scientific institutes. Investors who opt for Poland will barely have any problems finding suitable personnel. Also, it is thanks to highly skilled Polish employees that the shift in the profile of in-coming investments to Poland towards more sophisticated and know-how projects has taken place. This may have much to do with the fact that Poland has about 500 academic centers with almost 2 million students. University teaching staff account for round 100,000 specialists, half of this number hold a PhD. Every tenth European student comes from Poland. In addition, Poland has the highest percentage within EU of people with secondary and tertiary educational attainment (68%) in the labor market.

The way Poland is perceived on the international scene has changed considerably in recent years; Poland has topped numerous rankings. Firstly, because the country enjoys an uncommon and highly attractive economic stability and secondly because of one of the unique strength of Polish human capital. The challenges faced during recent economic upheaval have helped Poles demonstrate their practicality and optimism.

The economy of Poland is the sixth largest economy in the European Union and the largest among the former Eastern Bloc members of the European Union. Polish economy was the only one in the EU that avoided a recession through the

2008-2009 economic downturn. Poland is ranked 20th worldwide in terms of GDP and classified as high-income economy by World Bank. The largest component of its economy is the service sector (58%), followed by industry (29%) and agriculture (3%). Poland has very strong domestic consumption (almost 60% of GDP) but at the same time is the 23rd largest export economy in the world. The top Polish exports include machinery, electronic equipment, vehicles, furniture, and plastics and primary destinies to Germany, UK and France.

Poland is a trustworthy and reliable partner for international businesses. Poland’s exceptional business and investment opportunities attract investors from Western Europe as well as from the US and Asia. According to Polish government report on the investment climate in Poland in 2015, the most appreciated attribute was economic stability, the size of the market and the availability of suppliers. The next most highly assessed attribute of the business climate was political stability. For years, the country has been attracting companies active in the, for example, electronics, BPO and R&D, domestic appliances, machinery and IT sectors. The Polish economy has been especially receptive to sectors developing in areas in which Poland already has or stands a good chance of achieving long-term success on the international stage.

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