European Intercultural Workplace:

POLAND

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List of Abbreviations

PPP  - Public-Private Partnership
TRP  - Task/Risk/Potential benefit distribution
WAM  - Military Medical Academy
AHE  - Academy of Humanities and Economics
EVS  - European Voluntary Service
EU   - European Union
MEN  - Ministry of National Education
PESs - Public Employment Services
EURES - European Employment Services
Glossary

**Acculturation** – The modification of the culture of a group or of a single individual as a result of contact with a different culture. (http://www.answers.com)

**Asylum Seeker** – often an individual who leaves their own country for their safety, often for political reasons or because of war, and who travels to another country hoping that the government will protect them and allow them to live there: (http://www.freesearch.co.uk/dictionary/asylum-seeker). An asylum seeker applies to a State to be recognized as a Convention Refugee under the terms of the Geneva Convention relating to the Status of Refugees. Most European countries are signatories of the Geneva Convention. Asylum seekers have the right to remain in such countries while their applications for Refugee Status are being processed, and to continue to live there afterwards, if granted Refugee Status.

**Beneficiary** – a person, institution or other grouping of people that benefits from the actions described in a case. (http://www.beep-eu.org/)

**Bilingual** – a person who is competent in two languages

**Case (study)** – the description of and application of methods to a specific situation. A case study must involve one or more objectives and a description of the activities (methods and processes) carried out in pursuit of these objectives. (http://www.beep-eu.org/)

**Client** – the party for which services are rendered (e.g. by a research team). (http://www.answers.com). In traditional commerce and in the marketing and provision of services, a client or customer consumes or benefits from a product or service. (http://en.wikipedia.org/wiki/) Within the remit of the EIW project this can also apply to less traditional examples of a client such as school pupils, for example.

**Convention Refugee** – see Refugee below
**Cross-cultural** – the term cross-cultural is generally used to describe comparative data and studies of a limited number of cultures. For example, when examining attitudes towards work in the US and in Japan, then that is a cross-cultural study. It is sometimes used interchangeably with the “Intercultural” (see Intercultural).

**Cultural diversity** – variety and richness of communities with distinct systems of norms, beliefs, practices, and values. ([http://www.cadi.ph/glossary_of_terms.htm](http://www.cadi.ph/glossary_of_terms.htm))  
See Ethnic diversity

**Discrimination** – involves formally or informally classifying people into different groups and according the members of each group distinct, and typically unequal, treatments, rights and obligations without a rational justification for the different treatment. If there is rational justification for the different treatment, then the discrimination is not invidious. The criteria delineating the groups, such as gender, race, or class, determine the kind of discrimination. ([http://en.wikipedia.org/wiki/](http://en.wikipedia.org/wiki/))

**Education sector** – The education sector includes primary, secondary and third-level educational institutions such as colleges and universities which are organized on a regional / national basis or independently such as tuition companies.

**Equal opportunities** – two key elements of the general principle of equal opportunities are the ban on discrimination on grounds of nationality (Article 12 of the EC Treaty, formerly Article 6) and equal pay for men and women (Article 141 of the EC Treaty, formerly Article 119). It is intended to apply to all fields, particularly economic, social, cultural and family life.

The Treaty of Amsterdam added a new Article 13 to the Treaty, reinforcing the principle of non-discrimination, which is closely linked to equal opportunities. Under this new Article, the Council has the power to take appropriate action to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. Adopted in December 2000, the Charter of Fundamental Rights of the European Union includes a chapter entitled "Equality" which sets out the principles of non-discrimination, equality between men and women, and cultural, religious and linguistic diversity. It also covers the rights of the child, the elderly and persons with disabilities. On the subject of non-discrimination, the Charter states that: "Any discrimination based on any ground such as sex, race, color, ethnic or social
origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited." (EU glossary of terms)

**Ethnic background** – origin in an ethnic group (see below)

**Ethnic diversity** – diversity of people with different national backgrounds

**Ethnic group** – a group of people who identify with one another, or are so identified by others as a group who believe themselves to have a common historical origin. The distinguishing features of the group may take any of a number of forms -- racial, cultural, linguistic, and religious -- and may be more or less porous. Because of these features, members of an ethnic group are often presumed to be culturally or biologically similar, although this is not in fact necessarily the case. ([http://en.wikipedia.org/wiki/](http://en.wikipedia.org/wiki/))

**Foreigner** – a person born in or coming from a foreign country (OED)

**Good practice** – the use of a method, tool, technology etc. which is generally regarded as 'practices which are good (e.g. for learning)', i.e. practices which either achieve their own objectives and/or have a beneficial impact on their environment, or (and more important) provide useful learning experiences which are likely to stimulate creativity, ingenuity and self reflexivity on the part of the user. Contrast with best practice that has been shown to be the 'best' in a given situation as a result of benchmarking and other analyses. ([http://www.bEEP-eU.org/](http://www.bEEP-eU.org/)).

**Immigrant** – a person who comes as a permanent or long-term resident to a country and intends to reside permanently, and not as a casual visitor or traveler. ([http://en.wikipedia.org/wiki/](http://en.wikipedia.org/wiki/))

**Intercultural** – the term intercultural is sometimes used synonymously to “cross-cultural” (see above) to describe comparative data and studies of a large number of cultures, or studies that try to identify dimensions that are not culture specific. For example Hofstede's work is crosscultural, as it describes cultural dimensions applicable for all cultures. Intercultural is also used to describe interactional data arising in a situation where members of different cultural backgrounds.
**Intercultural communication** – communication between persons who have different cultural backgrounds.

**Intercultural communication education** – includes learning about different cultures, both culture general and culture specific information. The focus is not so much on habits and religious customs, but rather on cultural similarities and differences in communication patterns, including body language; as well as in attitudes, values and norms in areas such as relation to authority and showing respect and politeness; time orientation; gender roles; collectivism and individualism.

**Intercultural company** – an enterprise that employs people from different nationalities, cultures and/or racial backgrounds.

**Intercultural workplace** – a working environment in which people of different nationalities, cultures and racial backgrounds are employed. Also a work environment that deals with clients/customers from different cultures.

**International worker** – a term used by some organisations to refer to workers from minority ethnic communities, who have come from overseas to work in the country. This term is by some considered more interculturally sensitive than other terms such as terms ‘non-national’ or ‘foreign national’.

**Institutional racism** – the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. (Lawrence Inquiry committee investigation of London Metropolitan Police)

**Life-long learning** – continuous acquirement of knowledge, skills and competencies (in an environment of constant change).

**Migrant Worker** – an economic migrant is a person who voluntarily leaves his or her country of origin (often for economic reasons). ([http://en.wikipedia.org/wiki/](http://en.wikipedia.org/wiki/))

**Minority** – a group within a country that differs in culture, ethnicity, race, religion or national origin from the larger part of the population.
Mother tongue – usually the first language(s) acquired as a child or sometimes the language of the mother of the child

Multinational – a business organization which operates in many countries

Multiculturalism – Multiculturalism or cultural pluralism is a policy, ideal, or reality that emphasizes the unique characteristics of different cultures in the world, especially as they relate to one another in immigrant receiving nations. (http://en.wikipedia.org/wiki/)

Non-national – a person who is not a citizen of the country they are residing in on a short or long-term basis. This term is commonly considered inappropriate nowadays, being both inaccurate and interculturally insensitive in implying a person has ‘no nationality’ – they are just nationals of a different country. The terms ‘foreign national’ or ‘international worker’ are considered preferable.

On-job training – the process of being taught a specific skill in the workplace

Participant observation – a research method where the researcher is both an observer of and a participant in a given communicative event such as a transaction in a retail shop. The observations can be made more or less systematically depending on the purpose of the study at hand.

Prejudice – false and negative belief about something (often people or groups of people)

Private sector - the part of the economy not under direct state control (OED)

Public sector – The Public Sector is the part of the economy concerned with providing basic government services. In most countries the public sector includes such services as the police, military, public roads, public transit, primary education and healthcare for the poor. The public sector might provide services that non-payers cannot be excluded from (such as street lighting), services which benefit all of society rather than just the individual who uses the service (such as public education), and services that encourage equal opportunity. The Public Sector is made up of national government, local governments, government-owned or controlled corporations and government monetary institutions.
Local, state, and federal government agencies and services, such as schools and libraries.

**Racism** – any distinction, exclusion, restriction or preference based on race, color, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life. [http://www.unhchr.ch/html/menu3/b/d_icerd.htm](http://www.unhchr.ch/html/menu3/b/d_icerd.htm).

**Refugee** – The 1951 Convention relating to the Status of Refugees defines a refugee as a person who is outside the country of his/her nationality and unable or unwilling to return to it, "owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion." (Office of the United Nations High Commissioner for Human Rights [www.unhcr.org](http://www.unhcr.org)). A person who, "owing to well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country; or who, not having a nationality and being outside the country of his former habitual residence as a result of such events, is unable or, owing to such fear, is unwilling to return to it". (Article 1 of the Geneva Convention, 1951).

**Social capital** – possession of socially or socio-economically relevant immaterial resources (e.g. social networks, social skills with regard to creating social contacts, education or training in organizing and managing social/socio-economical groupings etc)

**SME (Small to Medium Size Enterprise)** – enterprises with less than 250 employees and a turnover of less than 40 million Euro. Divided into micro enterprises (less than 10 employees), small size (11-50 employees) and medium (51-250). ([http://www.beep-eu.org/](http://www.beep-eu.org/))
Social inclusion – inclusion in a social group – a policy of social inclusion could mean commitment to an ethos of fairness and equality within a given society. www.inspire.edin.org/pages/glossary.htm

Social justice – right of all individuals and groups of individuals to equity, fairness and equality. (http://www.cadi.ph/glossary_of_terms.htm)

Social partner – a term used by the European Commission for employer and employee organizations who engage with the Commission in a dialogue with a view to developing a common approach to EU economic and social policies. It encompasses Trade Unions, Trade Associations, Chamber of Commerce, and (peripherally) Professional Associations. (http://www.beep-eu.org/)

Sojourner – a temporary resident; a person who stays for a short period of time in one place

Study – an analytical piece of work that may include surveys or analysis of a group of case studies. It is a more general concept than case study which is a study of a particular situation. (http://www.beep-eu.org/)

Workplace education – education in the workplace – e.g. systematic instruction to furnish or acquire further knowledge about the working environment and ways in which to apply good practice.
Introduction

European workplaces are experiencing major transformations. Economic and political changes in Europe over the past decades have resulted in a vast increase in the cultural diversity of those living, working and being educated within its borders. The expansion of the EU coupled with employment policy changes in relation to major rule of free flow of people, have brought about a steady increase in mobility both within and from outside the EEA. Advantages and disadvantages are widely known by polish citizens, From one side, projected in-flow of foreign investments, on the other side, growing number of immigrants arriving to Poland. Taking a responsible role, related to control of goods and people, Poland is expected to open its borders toward immigrants from the whole world.

Multicultural society is represented by a people of various races and religions, born and raised within different systems of values, with different views on such matters as beauty, right and justice.

Cultural diversity is fast becoming the norm in most areas of life in Europe. Even for those with little interest in foreign cultures or in mixing with others culturally different from themselves, many everyday situations now necessitate intercultural interactions, whether in the workplace, public services or educational institutions. In this new context, people at all levels of the workforce – managers, employees, customers – from host and migrant communities, find themselves in new roles with new challenges for which they have not necessarily been prepared or trained to deal with. Such interactions require a new mindset and a repertoire of skills beyond what was adequate for interaction within one’s own cultural group. Organizations often need to re-think existing policies and procedures, in order to better meet the needs of and benefit from the opportunities offered by a new culturally diverse workforce. Questions of equality and racism, identity and values assume a new importance and urgency, as intercultural communicative competence becomes a vital priority in all areas of life.

So, how well are workplaces in Europe responding to this new reality? How similar are the challenges and opportunities presented in different sectors and states? What
pitfalls to be avoided and examples of good practice can be shared between EU countries? What intercultural training needs exist and how best can these be addressed? These are some of the key questions that inspired the development of the European Intercultural Workplace (EIW) Project (2004-7). Originally conceptualised in DCU, Ireland, EIW was developed and expanded through a network of 10 European partners, and its implementation was made possible by funding granted by the EU Leonardo da Vinci Programme. A fundamental outcome of the project is the establishment of an overview of work practice across Europe based on national situational analyses and workplace case studies. The identification of intercultural training needs and good practice responses will inform the production of effective intercultural training materials to a common European standard.

The European Intercultural Workplace (EIW) partnership draws together 10 institutions from northern and southern Europe, established EU members and more recent Member States, countries with a long experience of integrating foreigners into the workforce and others for whom this is a new situation. This complexity allows us to have a wide-ranging, experienced and fresh perspective on the issues involved.

The current publication is divided into two parts: (1) A National Situational Analysis and (2) Case Studies. The Situation Analysis examines the current intercultural workplace in Poland, investigating issues such as the history of immigration, areas where immigrants are most likely to be employed, the status of asylum seekers and refugees, as well as government, business and civic responses to these changes. The Case Studies are designed to assess the situation and conditions on the ground. In Poland we have examined the areas of agriculture, construction, trade, gastronomy, culture, education health, sport, small business and multinational companies. We endeavoured to consider workplace issues from the perspective of Management, Employees and Customers.

The primary aim of this report is to identify examples of good practice and make recommendations that will assist policy makers and practitioners in their attempts to create a harmonious intercultural workplace and foster a culture of learning. It also aims to provide information for workers intending to move to Poland and Polish employers in need of foreign labour of the policies and steps that need to be taken for an easier and more effective process of integration into the workplace.
This report is by no means exhaustive; in the inevitable selection process we faced constraints that will have left a lot of relevant material unearthed. The EIW Project partners would like to hear feedback from you, the reader and final user, on the information presented. Please visit the European Intercultural Workplace website for further discussions and consultations (www.eiworkplace.net).
Part 1: Situational Analysis

1. General Background – National Context

Poland with its history of over 1000 years, population of 38.2 million, land greater than the UK and slightly smaller than Germany plays a significant role in a political, cultural and economic life of Europe (Błąd! Nie można odnaleźć źródła odwołania..). The territory of Poland spreads on 312,685 square kilometres. It is located between the southern coast of the Baltic Sea and the Karpaty and Sudety mountains. The country is bordered by the Bug river from the east, and by Odra and Nysa Luzycka rivers from the west. The total length of the Polish borders amounts to 3,504 kilometres. The borders with Belarus (418 km), Russia controlled Kaliningrad area (210 km) and Ukraine (535 km) constitute the external border of the European Union, which total length on the territory of Poland amounts to 1163 kilometres. Polish borders with Slovakia (541 km), the Czech Republic (790 km), Germany (467 km) and Lithuania (104 km) constitute internal borders of the EU; totalling 1902 kilometres.

![Figure 1. Poland in Europe](image-url)
1.1 The context of cultural diversity in Poland

1.1.1 Labour Market before Political Transformation in Poland

In 1988, PZPR Communist party leaders started negotiations with representatives of the then unofficial opposition. In the early months of 1989, as a result of the Round Table talks, an agreement was signed calling for partially free elections to the Parliament. The opposition was to have 35% of the seats in Sejm, and an entirely free election to Senate. The election held on 4 June 1989 brought a landslide victory to Solidarity movement. It was clear that the Communist Party would not be able to continue to govern in the face of such massive opposition from the people. Although the Parliament returned, dubbed the "contractual Parliament", elected general Jaruzelski President of the Republic, the office of Prime Minister was entrusted to a Solidarity candidate, Tadeusz Mazowiecki, who had been chief adviser to the Gdansk strike committee in 1980. On 29 July 1989 the Parliament changed the country's name and constitution. The People's Republic of Poland became a thing of the past. The age of the Third Republic of Poland commenced. The events in Poland precipitated the fall of the entire communist block. The Yalta arrangement collapsed. The Round Table compromise and peaceful transfer from the communist system to a democratic system were possible thanks to the fundamental changes in the policy of the USSR, which in the period between 1986 and 1988 began to implement the ideas of “glasnost and perestroika” - political and economic openness to the outside world.

Before 1989, Polish economy was a centralized and controlled system. In a past such notion as “unemployment” was not in use, even if it was a hidden phenomenon. Foreigners, visiting Poland, were mostly “greatest” leaders of East, representatives of communist parties visiting “splendour of social economy” or selected and well-trained, indoctrinated and scared groups of employees from Russia and Asia (Mongolia, Vietnam) delegated to work in Poland, living in special hotels, creating a separate enclave. It was out of question to consider coexistence of Polish and other cultures.

1.1.2 Labour Market Nowadays

The Ministry of Economy, Labour and Social Policy takes care of the matters that are connected with the labour market. The government strategy – in this range – is the
National Strategy of Employment Growth and Human Resources Development in 2000-2006 years. The main aim of this strategy is achieving the population’s highest - in the work process – engagement. Achieving this aim will be connected with the ability of enterprises adaptation to changing market conditions as well as employment’s improvement and entrepreneurship development. The coefficient of population occupational activity amounts 54.8%, however the employment index amounts about 43.0%, which is 49.7% among men and 38% among women. According to the European Union objective, which is 70% of employment index(http://www.mps.gov.pl/) achieving, Poland treats the Labour market as a priority. The National Programme of Union Membership Preparation, which was adopted by the Cabinet in May of 1999, contains the way of regulations connected with the Labour market adopting that are compatible with regulations currently in force in European Union.

The government has adopted „The National Strategy of Employment Growth and Human Resources Development” in the January of 2000 year, - the first document that had been written according to the European Employment Methodology guidelines – with reference to four pillars of those strategy and the program realisation effectiveness yardsticks. But those document has lost his significance very quickly, although is still in force. The macro-economical assumptions have changed until this time. Polish economy has slow the development motion and the administrative reform deprived the employment services of activity cohesion, the motion of small and medium entrepreneurship were limited by the tax costs growth and beyond the salary/wage costs for the subject with the lowest earnings, sensu largo (taxes and revenue costs for business entities with the lowest income).

The labour market was besieged by the generation of population boom – those not included in educational reform. The second unemployment’s wave becomes the fact.

The most important problems of Polish employment and labour market policy bacame:

- discrepancies between declared programmes and policy realised;
- excessive autonomy in educational, tax, restructured, privatised, concerning labour law or social projects made the complex attitude towards
employment policy impossible. Incoherence of these projects and impacted on government’s activities by the department’s perspectives view, domination and treating the labour market problems as a question that responsibility for is only taken by the minister of labour law matters;

- the lack of stabile financial sources what is meant by the lack of appropriate tax stimulations that might be conductive to new places of work creating and ways of financing them;

- the lack of guaranteed Labour Fund’s remedies for active labour policy – currently the premium form the employer amounts 2.45% of the whole compensation comparing to 3% earlier one, which is not enough and have to be covered by the budget’s subsidy (http://www.mps.gov.pl/);

- inappropriate quality and public employment services` ability to task realisation: employment service on one hand and activation of them on the other hand what the record about the council top level officials` interaction influences on as well as results in an incoherent and ineffective managing structure towards the government administration.

Only during last time different types of employment and counselling agencies as well as temporary work offices have started to develop on a large scale.

The non-public, commercial employment services are essential component of labour market policy dynamics, larger people from one place to another flow, taking work – not typical in the form and time – up. The existence of such agencies will be changing the employees and unemployed habits. Among the unemployed only 8% of them, what means about 250 thousand people take advantage of counsellor’s help and 70% of them is covered with 24-year-old people. That means any common custom of professional support searching for, in the process of occupational career reorientation.

One anticipates that public employment service environment’s development will take place through non-governmental organisations activation, especially those which activities will be compatible to the act of social employment, 13 June 2003 (Journal of
Acts, 14 July 2003) directed to long-term unemployed people with many labour market adaptation problems, without a job for more than 36 months.

On 31th of December 2005, Poland had over 38.1 million inhabitants (http://www.stat.gov.pl/cps/rde/xbrl/gus/PUBL_struktura_ludnosci_01_tablica1.xls). According to the forecasts of the Central Statistical Office, the number of inhabitants will continue to rise slightly until 2017, when it should exceed 39 million. After that, it would decrease, and in 2026 it would fall to a number smaller than this year. This tendency is due to the processes, which have been occurring in Poland since the 1980’s – the decrease in the number of births, and longer duration of life. Currently the fertility rate remains on the level of 1.3. The decreasing fertility rate is the outcome of economic processes (uncertain situation within employment market) as the situation in the job market is uncertain, the parents put off their procreation decisions). Changing social attitudes also causes it - marriages occur at a progressively later age, and the frequency of first marriages is also decreasing. The demographic processes occurring over the recent years caused a change in the age structure of the population. Currently the job market is saturated with persons born during the population boom, which causes tensions in the labour market. The growth in the number of population in the immobile age also has its consequences for the labour market (currently 33% of the persons in productive age is aged 45 or over). According to forecasts, this trend is going to intensify. This necessitates actions, which would activate this group. The number of population in productive age will continue to increase until the end of the current decade. Later, a gradual growth of population in the non-productive age will occur – especially in the group of persons in the post-productive age. The dependency rate (the proportion of persons aged 65 and over to the number of persons aged 15 - 64), which currently is on the level of 18% - quite favourable, compared to the situation in other countries – will worsen gradually. According to forecasts, it will reach 50% in 2050. The demographic trends have an important influence on the social and economic situation of Poland. Their course causes that particular concerns are tied to two areas: the situation in the labour market, and the system of social security for the elderly (in particular, the retirement pensions system and medical care).
The assessments concerning the national labour market’s situation according to the Centre of Social Opinion Research – from the beginning of 2004 year – there are very critical opinions of labour work conditions in Poland. It is generally believed that the situation is very bad (92% of respondents). Only every twentieth respondent (5%) describes it as average one but positive opinion had not been written down. One may only add that the respondents, form month to month, express their unsatisfactory of Polish labour market in the more moderate way, rarely describing it as very bad or bad.

The critical opinions of labour market are very clearly seen and dominate in every analysed social- demographic group. There are the strongest expressed by the unemployed (73% of the very bad assessments), house wives (68%) and people who assess their financial conditions as very bad (65%).

Among the 46% of Polish society it is generally believed that the situation concerning labour market is not going to change in 2004. The lack of hope of the labour market’s situation getting better prevailing in all social and demographic groups. Relatively the most optimistic in their assumptions are pupils and students (36% of them expect the improvement) and young people in general (until the age of 24 – 30%) as well as people who assess their financial status as a good one (27%) and people with high education (23%).

1.1.3 Characteristic of Ethnic and National Minorities in Poland

Poland is inhabited by the representatives of nine national minorities (http://www.mswia.gov.pl/index_a.html): Belorussians, Czechs, Lithuanians, Germans, Armenians, Russians, Slovaks, Ukrainians, Jews and 4 ethnic minorities: Karaites, Lemkos, Roma and Tartars. Further in Pomorskie province there are Kaszubs - the community which used regional language. After the nationwide census which was carried in the year 2002 it was possible to determine a precise number of the representatives of national and ethnic minorities. Poland is inhabited by the following national and ethnic minorities:
• **Germans** are a national minority. In nationwide census which was carried in the year 2002 declared Germans nationality 147 094 citizens of Poland. Representatives of German minority resident in the: Opolskie province - 104 399 person, Śląskie province - 30 531, Dolnośląskie province - 1 792, Warmińsko-Mazurskie province - 4 311, Pomorskie province - 2 016, Zachodniopomorskie province - 1 014, Wielkopolskie province - 820, Kujawsko-Pomorskie province - 636, Lubuskie province - 513 Mazowieckie province - 351, Łódzkie province - 263. In some municipalities of the Opolskie province, the representatives of the German minority account for the majority of local population and they take most of the seats in local councils. German candidates ranked in the second place and this is why they now co-rule the province in the last local elections. The German minority is the only one that is represented in Polish parliament by its two deputies (Henryk Kroll and Helmut Paździor). The German language schools account for the majority of all educational institutions intended for national minorities. General number of education institutions where the German language is taught in 325 with 37 005 pupils. Most members of the German minority are Catholic and only some of them are Protestants (the Evangelical-Augsburg Church).

• **Ukrainians** are a national minority of 27 172 citizens of Poland. In nationwide census which was carried in the year 2002 Ukrainians nationality declared citizens of Poland resident in the: Warmińsko-Mazurskie province - 11 881, Zachodniopomorskie province - 3 703, Podkarpackie province - 2 984, Pomorskie province - 2 831, Dolnośląskie province - 1 422, Podlaskie province - 1 366, Lubuskie province - 615, Mazowieckie province - 579, Małopolskie province - 472, Lubelskie province - 389, Śląskie province - 309. Due to the “Vistula” project launched in 1947, whereby the Ukrainians resident in the regions of south-eastern Poland were resettled. Now the largest Ukrainian communities may be found in the Zachodniopomorskie, Warmińsko-Mazurskie and Dolnośląskie provinces. Some Ukrainians managed to avoid resettlement from their indigenous regions, and some were allowed to return to the land of their forefathers. This is why one may also come across Ukrainian communities living in the Podkarpackie and Małopolskie provinces. The Ukrainian minority is represented in local
government, mainly of the Warmińsko-Mazurskie province, where the Ukrainian extraction are involved in various levels of government, including the head of the provincial parliament. The statistical data on educational activity conducted in the last decade demonstrate that the number of Ukrainian minority schools and schoolchildren is on an increase. Ukrainian language is taught in 136 schools for 2 774 pupils. The number of Ukrainian teachers is also growing. Most of them have higher education. In terms of religion, Ukrainians resident in Poland are members of the Catholic Church of Byzantine-Ukrainian Rite and Polish Autocephalous Orthodox Church.

- **Belorussians** are a minority of 47 640 citizens of Poland mostly resident in the Podlaskie province where they account for a significant percentage of the local population. In nationwide census which was carried in the year 2002 Belorussians nationality declared citizens of Poland resident in the: Podlaskie province - 46 041 person, Mazowieckie province - 541, Warmińsko-Mazurskie province - 226, Lubelskie province - 137, Pomorskie province - 117, Zachodnio-Pomorskie province - 117. The Belorussian minority has its representatives in local councils, mainly of the Podlaskie province. The Belarusian minority is represented in Polish Parliament by MPs: Eugeniusz Czykwin, Aleksander Czuż and Sergiusz Plewa. The Belorussian language is taught 3 664 pupils in 40 public schools. Nearly all teachers are qualified to teach the Belorussian language, since they are graduates of higher philological studies. The majority of them are members of the Polish Autocephalous Orthodox Church.

- **Lithuanians** are national minority. In nationwide census which was carried in the year 2002 declared Lithuania nationality 5 639 citizens of Poland. Representatives of Lithuanians minority resident in the: Podlaskie province - 5 097, Mazowieckie province - 99, Warmińsko-Mazurskie province - 83, Pomorskie province - 75, Zachodnio-Pomorskie province - 67, Dolnośląskie province - 53. Homogenous communities Lithuanian minority there are in the municipalities of Puńsk, Szypliszki, Krasnopol and Sejny (podlaskie province). In the municipality of Puńsk, the Lithuanians account for over 80% of the local population and in effect they hold the majority of seats in
the local government. They are also represented in the council of the Sejny district (powiat). They have a well organized educational system. In 2003/2004 their mother tongue is taught at all levels of education in the total of 19 schools. They are attended by 720 Lithuanian children and adolescents. All teachers of the Lithuanian language have university diplomas. The majority of Polish Lithuanians are of Catholic Church.

- **Slovaks** amount to 1,710 citizens of Poland and live in the area of Spisz and Orawa. Representants of Slovak minority resident in the: Małopolska province - 1,572, Śląskie province - 40, Mazowieckie province - 20. Slovak language is taught in 11 schools for 331 pupils. Slovaks are members of the Catholic Church.

- **Russians** are a minority of 3,244 citizens of Poland who are mainly domiciled in: Mazowieckie province - 614, Podlaskie province - 511, Dolnośląskie province - 362, Śląskie province - 275, Zachodnio-Pomorskie province - 221, Pomorskie province - 199, Łódzkie province - 179, Wielkopolskie province - 160, Lubuskie province - 124, Warmińsko-Mazurskie province - 112, Małopolska province - 106. The majority of Russians resident in Poland are members of the Polish Autocephalous Orthodox Church. A small fraction of them are the old-believers, and since 1983 they are represented by the Main Board of Old-believers. It was established in the second half of the 17th century as a result of a split of the Russian Church in the aftermath of the Council of 1654. At the end of the 18th century they arrived in the Suwalskie region.

- **Jews** in the number of 1,055 citizens of Poland are dispersed and live in: Mazowieckie province - 397, Dolnośląskie province - 204, Śląskie province - 92, Łódzkie province - 65, Małopolskie province - 50. The earliest records about the Jews living within Poland’s borders come from the 10th century, and the first Polish official document which vested the Jews with privileges and autonomy were the Calisia Statutes of the 13th century. The Second World War not only brought about the extermination of nearly 90% of Polish Jews, but it also broke the continuity of Jewish traditions, their religious and cultural life in Poland. Soon after World War II, the majority of those who had survived
the Holocaust left Poland in two major emigration tides, but it was at the end of the 1960s (in March of 1968) that the Jewish issue was used as a political weapon and contributed to the final disintegration of the Jewish community in Poland. Today there are no public schools in Poland where either Hebrew or Yiddish is taught as a mother tongue. In Warsaw and Wrocław there was established two private where is taught Hebrew. Courses of Yiddish is organised by Social and Cultural Association of Jews in Poland. Jews profess Judaism.

- **Armenians**, of whom there are 262 citizens of Poland, are dispersed all over Poland, mainly in: Mazowieckie province - 73, Wielkopolska province - 26, Śląskie province - 23, Małopolskie province - 22, Lubuskie province - 20. The earliest traces of Armenian settlement in Kiev Ruthenia date back to the 11th century. The autonomous status of the Armenian colonies established in Kamieniec Podolski and Lvov was confirmed in 1356. After World War II, the majority of Armenians resident in the south-eastern borderlands of Poland moved to the south-western regions of Poland. The Armenians domiciled in Poland are usually Catholics of the Armenian or Latin Rite.

- **Czechs** are national minority. In nationwide census which was carried in the year 2002 declared Czech nationality 386 citizens of Poland. Representatives of Czechs minority resident in the: Łódzkie province - 111, Śląskie province - 61, Dolnośląskie province - 47, Mazowieckie province - 37. Mainly settled this minority there are in the area of the Kłodzka Valley and in Zelów (near Piotrków Trybunalski). The first groups of Czechs came to Poland starting from the 16th through the 18th century. They were mainly Evangelists who had to flee their country on account of religious persecutions. In Poland there is no public school where they could learn their mother tongue.

- **Roms** are ethnic minority. In nationwide census which was carried in the year 2002 declared Roma nationality 12731 citizens of Poland. Representatives of Roma minority resident in the: Małopolska province - 1678, Dolnośląskie province - 1319, Mazowieckie province - 1291, Śląskie province - 1189, Wielkopolska province - 1086, Łódzkie province - 1018, Opolskie province - 847, Podkarpackie province - 712, Zachodnio-Pomorskie
province - 699, Lubelskie province - 670, Kujawsko-Pomorskie province - 634, Warmińsko-Mazurskie province - 426, Podlaskie province - 365, Świętokrzyskie province - 338, Lubuskie province - 272, Pomorskie province - 187. Romani live throughout the country, with the significant majority residing in towns. They are made up of four groups: Polish Roma, Carpathian Roma, also known as Bergitka Roma or Mountain Roma and the inter-linked groups of Kalderaszy (Kalderara) and Lowarzy (Lovara). The first document confirming their presence in Poland dates from 1401 and comes from Kraków. Beginning in the 16th century, Poland became the destination of many German Roms, who later labeled themselves as Polska Roma. Bergitka Roma are the descendants of a group of Gypsies who were traveling along the Carpathian range or who came to Poland from the direction of the Hungarian Lowlands. The Kalderasze (Kelderara – pot makers) and Lowarzy (Lovara – horse traders) came to Poland after 1850 from contemporary ground of Hungary and Romania. The majority of children and adolescents of Roman origin attend public schools where they are covered by the integrated educational system side by side with Polish pupils. There are also a few Roma classes. The Parish Primary Roman School in Suwałki is a special case, as it is the only non-public school teaching children of Roma origins free of charge. But about 30% of Rom children do not attend any schools at all. The Roma in Poland are mainly members of the Catholic Church but members of this community there are in Pentecostal Church and Jehovah's Witnesses.

- **Tartars**, of whom there are 447 citizens of Poland, live in indigenous Tartar colonies in the Podlaskie province (Bohoniki and Kruszyniany) - 319, Pomorskie province - 28, Mazowieckie province - 22, Wielkopolskie province - 20. Until the end of the 14th century, Polish Tartars used to live in the lands of the Grand Lithuanian Duchy. Their predecessors were either émigrés or refugees from the Golden Horde or Crimea. The Polish Tartars have lost their mother tongue and they have no minority schools of their own. They are Muslim.

- **Lemkos (Łemkowie)** – a population of 5 850 citizens of Poland, who used to live in the so-called Łemkowszczyzna region, situated in the Lower
Beskid Mountains and part of the Beskid Sądecki Mountains. As a result of the “Vistula” project of 1947, most Lemkos were resettled. Nowadays Lemkos live in: Dolnośląskie province - 3 082, Małopolska province - 1 580, Lubuskie province - 784, Podkarpackie province - 147, Zachodniopomorskie province - 66. Some Lemkos view themselves as Ukrainian ethnic group, while others declare themselves as a separate national minority. The Lemkos Association and some public schools organised teach their tongue. The Lemkos are members of the Catholic Church of the Byzantine-Ukrainian Rite and Polish Autocephalous Orthodox Church. In terms of religion, Ukrainians resident in Poland are members of the Catholic Church of Byzantine-Ukrainian and Polish Autocephalous Orthodox Church.

- **Karaites** are the smallest ethnic minority in Poland. In nationwide census which was carried in the year 2002, declared Karait nationality 43 citizens of Poland. Karaites dispersed in Warsaw and its vicinity, the Gdańsk/Gdynia/Sopot agglomeration, Opole, Wrocław, Szczecin and Kraków. The Karaites are a people of Turkish extraction. Their forefathers came to Poland from the Crimea in the 13th century and settled in the Halicz-Volhynia Duchy (Łuck, Halicz, Lvo). The Karaites lost their mother tongue and this is why it is not taught by any public school. The Karaites stand out among other national minorities because they have their own distinct religion which stems from Judaism.

### 1.1.4 Numbers of Foreigners Living in the Country

According to the current data (Table 1., Figure 1. 2., Figure 1. 3., Figure 1. 4.) Poland employs a growing number of foreigners. The number exceeds even the number of Poles leaving Poland in search of a job, however, this does not affect the situation on the Polish job market in a significant way. The number does not exceed one percent of the total workforce in Poland. The popularity of the Polish job market is also visible in a large number of people applying for a permit of long-time residence in this country. Last year 35.000 foreigners applied for such permits. The immigrants legalizing their stay in Poland are mostly citizens of wealthy European nations indigent countries of Third World which are not affiliated to European Union. There
are approximately 320,000 foreigners living in Poland with their families who came to work here.

There are 20,000 legally employed foreigners in Poland (Table 1.), the number of illegal workers is estimated at 50 to 300 thousand.

Last year nearly 30,000 work permits and promises for foreigners were issued. More than half of all foreigners work in Warsaw or the Mazovian region. The Regional Employment Office last year gave nearly 14,500 such permits. Already this year 7000 permits and promises to conduct some work were issued to foreigners, including 4172 work permits for foreigners employed by Polish employers (72 applications were rejected). Detailed information, statistics and numbers related to foreigners staying in Republic of Poland, can be found on www.uric.gov.pl.

Table 1. Numbers of foreigners living in the country (last 10 years - Statistical file:www.mswia.gov.pl)

<table>
<thead>
<tr>
<th>Specification</th>
<th>All</th>
<th>City</th>
<th>Countries</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Together</td>
<td>Men</td>
<td>Women</td>
</tr>
<tr>
<td>ALL</td>
<td>1008954</td>
<td>490142</td>
<td>518812</td>
</tr>
<tr>
<td>Polish citizens</td>
<td>993650</td>
<td>482757</td>
<td>510893</td>
</tr>
<tr>
<td>• Born in Poland</td>
<td>929681</td>
<td>457473</td>
<td>472208</td>
</tr>
<tr>
<td>• Born abroad</td>
<td>62984</td>
<td>24874</td>
<td>38110</td>
</tr>
<tr>
<td>• Uncertain place of</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>birth</td>
<td>985</td>
<td>410</td>
<td>575</td>
</tr>
<tr>
<td>Foreigners</td>
<td>1124</td>
<td>562</td>
<td>562</td>
</tr>
<tr>
<td>• Born in Poland</td>
<td>186</td>
<td>81</td>
<td>105</td>
</tr>
<tr>
<td>• Born abroad</td>
<td>915</td>
<td>468</td>
<td>447</td>
</tr>
<tr>
<td>• Uncertain place of</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>birth</td>
<td>23</td>
<td>13</td>
<td>10</td>
</tr>
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25
Person with uncertain citizenship

<table>
<thead>
<tr>
<th></th>
<th>14180</th>
<th>6823</th>
<th>7357</th>
<th>11139</th>
<th>5358</th>
<th>5781</th>
<th>3041</th>
<th>1465</th>
<th>1576</th>
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<tbody>
<tr>
<td>Born in Poland</td>
<td>3834</td>
<td>1844</td>
<td>1990</td>
<td>2490</td>
<td>1175</td>
<td>1315</td>
<td>1344</td>
<td>669</td>
<td>675</td>
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<tr>
<td>Born abroad</td>
<td>300</td>
<td>112</td>
<td>188</td>
<td>174</td>
<td>70</td>
<td>104</td>
<td>126</td>
<td>42</td>
<td>84</td>
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<tr>
<td>Uncertain place of birth</td>
<td>10046</td>
<td>4867</td>
<td>5179</td>
<td>8475</td>
<td>4113</td>
<td>4362</td>
<td>1571</td>
<td>754</td>
<td>817</td>
</tr>
</tbody>
</table>

Born in Poland 93,6%
Born abroad 6,3%
Uncertain place of birth 0,1%

Figure 1.2. Foreigners with Polish citizenship in 2002 (N = 993650)

Born in Poland 16,5%
Born abroad 81,4%
Uncertain place of birth 2,0%

Figure 1.3. Foreigners without Polish citizenship (N = 1124)
Figure 1.4. Person with uncertain citizenship in 2002 (N = 14180)

Sectors in which foreign workers are employed are: education, medicine, farming, sports, industry, gastronomy and managers with foreign capital

Table 1.2. Nationalities of employed foreign workers (statistical file: www.mswia.gov.pl)

<table>
<thead>
<tr>
<th>No</th>
<th>Nationality</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>All</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Ukrainian</td>
<td>9296</td>
<td>11747</td>
<td>858</td>
<td>21901</td>
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<tr>
<td>2</td>
<td>Russian</td>
<td>7808</td>
<td>9560</td>
<td>648</td>
<td>18016</td>
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<tr>
<td>3</td>
<td>Belarusian</td>
<td>2693</td>
<td>2667</td>
<td>252</td>
<td>5612</td>
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<tr>
<td>4</td>
<td>Vietnamese</td>
<td>2270</td>
<td>2560</td>
<td>390</td>
<td>5220</td>
</tr>
<tr>
<td>5</td>
<td>Armenian</td>
<td>2265</td>
<td>2262</td>
<td>263</td>
<td>4790</td>
</tr>
<tr>
<td>6</td>
<td>German</td>
<td>1510</td>
<td>2209</td>
<td>328</td>
<td>4047</td>
</tr>
<tr>
<td>7</td>
<td>French</td>
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<td>English</td>
<td>879</td>
<td>997</td>
<td>89</td>
<td>1965</td>
</tr>
<tr>
<td>10</td>
<td>Hindus</td>
<td>927</td>
<td>877</td>
<td>77</td>
<td>1881</td>
</tr>
<tr>
<td>11</td>
<td>Turk</td>
<td>679</td>
<td>685</td>
<td>50</td>
<td>1414</td>
</tr>
<tr>
<td>12</td>
<td>Italian</td>
<td>487</td>
<td>69</td>
<td>68</td>
<td>1224</td>
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<tr>
<td>13</td>
<td>Kazakh</td>
<td>520</td>
<td>641</td>
<td>57</td>
<td>1218</td>
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<tr>
<td>14</td>
<td>Chinese</td>
<td>487</td>
<td>550</td>
<td>83</td>
<td>1120</td>
</tr>
<tr>
<td>15</td>
<td>Mongolian</td>
<td>448</td>
<td>499</td>
<td>50</td>
<td>997</td>
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</tbody>
</table>
Table 1.3. Issued promises and work permits in a 1st half of 2006 (statistical file: www.mswia.gov.pl)

<table>
<thead>
<tr>
<th>Province</th>
<th>work allowance applications</th>
<th>issued promises to grant work permits</th>
<th>granted permits to work</th>
<th>including prolongation of work permits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>total</td>
<td>women</td>
<td>total</td>
<td>women</td>
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<tr>
<td>POLAND</td>
<td>6923</td>
<td>1597</td>
<td>4806</td>
<td>1110</td>
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<tr>
<td>DOLNOŚLĄSKIE</td>
<td>1155</td>
<td>491</td>
<td>530</td>
<td>239</td>
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<tr>
<td>KUJAWSKO-POMORSKIE</td>
<td>244</td>
<td>82</td>
<td>114</td>
<td>49</td>
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<tr>
<td>LUBELSKIE</td>
<td>138</td>
<td>42</td>
<td>119</td>
<td>38</td>
</tr>
<tr>
<td>LUBUSKIE</td>
<td>132</td>
<td>50</td>
<td>107</td>
<td>38</td>
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<td>ŁÓDZKIE</td>
<td>362</td>
<td>75</td>
<td>287</td>
<td>58</td>
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<tr>
<td>MAŁOPOLSKIE</td>
<td>322</td>
<td>85</td>
<td>234</td>
<td>61</td>
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<td>MAZOWIECKIE</td>
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<td>451</td>
<td>2117</td>
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<td>OPOLSKIE</td>
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<td>27</td>
<td>148</td>
<td>20</td>
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<tr>
<td>PODKARPACKIE</td>
<td>123</td>
<td>48</td>
<td>96</td>
<td>36</td>
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<tr>
<td>PODLASKIE</td>
<td>83</td>
<td>40</td>
<td>73</td>
<td>35</td>
</tr>
<tr>
<td>POMORSKIE</td>
<td>221</td>
<td>0</td>
<td>221</td>
<td>59</td>
</tr>
<tr>
<td>ŚLĄSKIE</td>
<td>423</td>
<td>97</td>
<td>307</td>
<td>74</td>
</tr>
<tr>
<td>ŚWIĘTOKRZYSKIE</td>
<td>45</td>
<td>5</td>
<td>37</td>
<td>4</td>
</tr>
<tr>
<td>WARMINSKO-MAZURSKIE</td>
<td>77</td>
<td>25</td>
<td>45</td>
<td>15</td>
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<td>WIELKOPOLSKIE</td>
<td>173</td>
<td>42</td>
<td>126</td>
<td>33</td>
</tr>
<tr>
<td>ZACHODNIOPOMORSKIE</td>
<td>293</td>
<td>37</td>
<td>245</td>
<td>22</td>
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</tbody>
</table>
### Table 1. 4. Work permits for foreigners according to nationality, selected employee and profession groups in a 1st half of 2006 (Statistical file: www.mswia.gov.pl)

<table>
<thead>
<tr>
<th>Nationality</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total num of work permits issued</td>
<td>5194</td>
</tr>
<tr>
<td>Managerial staff, advisors, experts</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>2451</td>
</tr>
<tr>
<td>Including positions in management boards within legal entities</td>
<td>924</td>
</tr>
<tr>
<td>Well-qualified employees</td>
<td>1022</td>
</tr>
<tr>
<td>Basic work employees</td>
<td>467</td>
</tr>
<tr>
<td>Programmers</td>
<td>122</td>
</tr>
<tr>
<td>Lawyers</td>
<td>33</td>
</tr>
<tr>
<td>Artists</td>
<td>111</td>
</tr>
<tr>
<td>Medical professions</td>
<td>116</td>
</tr>
<tr>
<td>Including Doctors</td>
<td>66</td>
</tr>
<tr>
<td>Midwives and nurses</td>
<td>15</td>
</tr>
<tr>
<td>Scholastic professions</td>
<td>215</td>
</tr>
<tr>
<td>Teaching of foreign languages</td>
<td>137</td>
</tr>
</tbody>
</table>
Table 1. 5. Work permits for foreigners according to the size of companies in a 1st half of 2006 (Statistical file: www.mswis.gov.pl)

<table>
<thead>
<tr>
<th>Continent, country permanent place of residence</th>
<th>Total number of work permits issued</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>5194</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>According to the size of the company</th>
<th>To 3 months</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>590</td>
</tr>
<tr>
<td>More than 3 months</td>
<td>4604</td>
</tr>
<tr>
<td>Less than 9 employees</td>
<td>2321</td>
</tr>
<tr>
<td>10 - 49 employees</td>
<td>1380</td>
</tr>
<tr>
<td>50 - 250 employees</td>
<td>641</td>
</tr>
<tr>
<td>More than 250 employees</td>
<td>852</td>
</tr>
</tbody>
</table>

1.1.5 Repatriation and Constitutional Right to settle in Poland with polish origin

The collapse of communism resulted in the problem related to the return to their homeland by many inhabitants of the Central and Eastern European countries. In the case of Poland, this problem is particularly complex owing to changes in the borders and deportations of Poles during various historic periods (http://www.mswia.gov.pl/index_a.html).

- The Repatriation Act dated 9 November 2000 which became effective on 1 January 2001 enabled many Poles to return to their homeland who due to deportation or other persecution on such grounds as national origin and political opinion had not been able to settle in Poland. Solely for these reasons, the Parliament limited to the Asian part of the former USSR the territories from which persons are repatriated to Poland, namely to the Republic of Armenia, the Republic of Azerbaijan, the Republic of Georgia, the Republic of Kazakhstan, the Republic of Kyrgyzstan, the Republic of Tajikistan, the Republic of Uzbekistan and the Asian part of the Russian Federation. The Act provides for the possibility of the extension of repatriation
to other countries or other parts of the Russian Federation if their inhabitants of Polish origin are discriminated against on such grounds as religion, national origin and political opinion.

- Within the meaning of the Act, a repatree shall be any person of Polish origin who has arrived in the Republic of Poland based on the repatriation visa for a purpose of repatriation with the intention of permanent settlement. Upon the entry to the Republic of Poland, the repartee, based on the repatriation visa, shall acquire the Polish citizenship by virtue of the law. Therefore, only persons that do not have Polish citizenship can be repatriated.

Repatriation is one of the methods for acquiring Polish citizenship by virtue of the law. Under the Polish Citizenship Act dated 15 February 1962, which has been amended many times since, the Polish citizenship shall be acquired by virtue of the law by:

- a child of parents of whom at least one is a Polish citizen,

- a child borne or found in Poland if both parents are unknown, their citizenship is not specified, or if they are stateless persons or if they do not have any citizenship.

Hence, repatriation is a special, privileged form of the bestowment of Polish citizenship by aliens of the Polish origin. This can be justified by the common belief to the effect that repatriation can be instituted with respect to the persons who themselves or whose ancestors have been taken away from their homeland against their will and who have remained their homeland’s “children”. The following persons can not apply for the repatriation visa:

1. persons who have lost Polish citizenship acquired through the repatriation procedure pursuant to the binding act, or

2. persons who have been repatriated from the territory of the Republic of Poland based on repatriation treaties entered into in 1944-1957 to a country being a party to these treaties, or
3. persons who during their stay outside the territory of the Republic of Poland have acted to the detriment of basic interests of the Republic of Poland, or

4. persons who have participated in violation of human rights.

In order to apply for the repatriation visa, a person of Polish origin must file the application for granting such a visa with the Polish diplomatic agency with jurisdiction over his residence. The following documents should be attached to the application:

- documents evidencing the Polish origin,
- other documents confirming facts specified in the application for granting the visa.

The persons of the nationality or origin other than Polish who wish to resettle as members of the repatree’s family, file an application for granting a permit for temporary residence in an application for granting allowance for settlement on a territory the Republic of Poland. In order to arrive in Poland along with the repatree, these persons are granted visas from the consul for the resettlement purposes.

Both the repatriation and resettlement visas entitling their holders to single entry to the Republic of Poland are valid for 12 months.

Under the Act, the documents evidencing Polish origin can be documents issued by the Polish state or church authorities and the authorities of the former Soviet Union pertaining to the applicant or his parents, grandparents or great-grandparents, such as:

- Polish identification documents,
- birth/marriage/death certificates, their certified copies or baptismal certificates evidencing the relationship with Poland,
- documents evidencing military service in the Polish Army, including the entry on Polish nationality,
documents evidencing deportation or imprisonment, including the entry on Polish nationality.

During the interview with the candidate for a repatree, the consul determines whether the representation made on Polish origin is true, verifies the documents attached to the application and issues or refuses to issue the decision in recognition of the applicant as a person of Polish origin. In the event that a negative decision has been issued, the applicant has the right to appeal against such decision to the Head of the Office for Repatriation and Aliens.

The decision issued by the consul in recognition of the person of the Polish origin along with the application for the repatriation visa is submitted to the Office for Repatriation and Aliens for the approval to granting the repatriation visa. The Head of the Office may refuse to grant the visa in view of the security of the Polish state or public order. After the approval has been obtained, the repatriation visa may be granted.

Minors under parental care of the repatree may also acquire Polish citizenship through repatriation. In the event that only one parent is the repartee, the minor shall acquire Polish citizenship provided that the other parent agrees thereto by way of a representation made before the consul. The minor who turned 16 shall acquire Polish citizenship provided that he consents thereto.

The repatriation visa is granted to a person who presents the consul with evidence confirming that he has or is capable of ensuring conditions for settlement, that is, an apartment and a source of income in Poland. Such evidence can be, for example, a resolution passed by the local commune administration council with the obligation ensuring settlement conditions for at least 12 months, an invitation, prepared in the form of a notarial deed, from a legal person (for example, an enterprise or association) or a natural person (closest family members) that guarantees the repatree residence following his resettlement in Poland. Under the act, the invitation from a natural person may refer to ascendants, descendants or siblings of the person in question.

Regarding the persons who do not have a guaranteed apartment and sources of income in the Republic of Poland but satisfy the remaining conditions for obtaining
the repatriation visa, the consul may issue a decision promising the issuance of the repatriation visa. To enable persons to resettle in Poland, the Office for Repatriation and Aliens has developed and maintained the register of apartments and sources of income offered to repatrees (the database called “Rodak”). In the first place such offers will be made available to the persons who have been deported and persecuted on the grounds of national origin or political opinion and whose age and bad condition justify prompt repatriation to Poland.

Apart from the above, an exceptional method for acquiring Polish citizenship is the institution introduced by the act consisting in the recognition as a repatree which is applicable to aliens of Polish origin who had previously resided in the Asian part of the former USSR and who upon the day on which the Act became effective had already resided in Poland either as Polish scholarship holders or as persons holding a permanent residence card. An authority competent for issuing decisions on the recognition as a repatree is the voivode. The person recognized as a repatree shall acquire Polish citizenship on the day on which the respective decision has become final.

The increasing difference between living conditions in Poland and in the Eastern countries East-block where polish minorities reside results in the growing number of applications for repatriation filed in the Polish diplomatic agencies annually.

Repatriation in numbers

I. Number of applications for granting repatriation visa and allowance for living for a specified period of time and issuance of temporary residence card – for persons representing other than polish nationality, family members applying for repatriation, which were submitted to MIAaA (from July 2001 to ORA) between 1997 - 2004:

- 1997 - 671 applications in total
- 1998 - 898 applications in total, 808 applications for granting repatriation visa and 90 applications for granting residence allowance for specified period of time and issuance of temporary residence card
- 1999 - 1014 applications in total, 937 applications for granting repatriation visa and 77 applications for granting residence allowance for specified period of time and issuance of temporary residence card

- 2000 - 1026 applications in total, 929 applications for granting repatriation visa and 97 applications for granting residence allowance for specified period of time and issuance of temporary residence card

- 2001 - 1051 applications in total, 933 applications for granting repatriation visa and 118 applications for granting residence allowance for specified period of time and issuance of temporary residence card

- 2002 - 801 applications in total, 717 applications for granting repatriation visa and 84 applications for granting residence allowance for specified period of time and issuance of temporary residence card

- 2003 - 586 applications in total, 552 applications for granting repatriation visa and 34 applications for granting residence allowance for specified period of time and issuance of temporary residence card

- 2004 - 171 applications in total, 151 applications for granting repatriation visa and 20 applications for granting residence allowance for specified period of time and issuance of temporary residence card

- 2005 - 307 applications in total, 276 applications for granting repatriation visa and 31 applications for granting residence allowance for specified period of time and issuance of temporary residence card.

On their basis MIAaA (from July 2001, ORA) issued:

- 4028 approvals on issuance of repatriation visas,

- 124 refusals on issuance of repatriation visas,

- 1442 approvals on issuance of repatriation visa promise.
II. Number of persons who have arrived to Poland on the basis of repatriation visa or a residence allowance within the specified period of time (from September 2003 settlement allowance) granted to repartee’s family members:

- In 1997 - arrived 267 persons,
- In 1998 - arrived 399 persons,
- In 1999 - arrived 362 persons,
- In 2000 - arrived 944 persons,
- In 2001 - arrived 1000 persons,
- In 2002 - arrived 832 persons,
- In 2003 - arrived 455 persons,
- In 2004 - arrived 372 persons
- In 2005 - arrived 335 persons.

Between 1997 and 2005 arrived to Poland 4966 persons on the basis of repatriation.

III. Statistics regarding repatriates’ settlement and their family members without polish citizenship divided into provinces:

<table>
<thead>
<tr>
<th>Provinces</th>
<th>Number of people/families settled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dolnośląskie</td>
<td>600/203</td>
</tr>
<tr>
<td>Kujawsko – pomorskie</td>
<td>145/53</td>
</tr>
<tr>
<td>Lubelskie</td>
<td>288/155</td>
</tr>
<tr>
<td>Lubuskie</td>
<td>141/61</td>
</tr>
<tr>
<td>Łódzkie</td>
<td>212/88</td>
</tr>
<tr>
<td>Małopolskie</td>
<td>439/188</td>
</tr>
<tr>
<td>Mazowieckie</td>
<td>754/351</td>
</tr>
</tbody>
</table>
Moreover, basing on:

- article 109 of Repatriation Act, 25 June 1997 (Journal of Acts No 114, item 739 with further changes) 297 persons were recognized as repatriates.
- articles 16 and 41 of Repatriation Act, governors of provinces recognized 661 persons as repatriates.

Additional 6 cases are currently under way.

On the basis of repatriation, between 1997 and 2005, 5924 persons decided to settle in Poland.

In total, between 1997 and 2000, 1972 persons were repatriated to Poland.

The above figures include both repatrees who have arrived to Poland based on the repatriation visa and their family members of the nationality other than Polish who are allowed to settle within granted permits for temporary residence in Poland. The
Ministry of Internal Affairs and Administration estimates that those persons constitute approximately 10% of all settled.

Essential as well as fundamental meaning has article 52 of Polish Constitution, which states that a person whose nationality is coherent with provisions of the Act, can settle on the territory of Poland. This article gives a full right to settle in Poland to persons who haven’t taken or couldn’t have taken an advantage of repatriation. Most people who benefit from this provision are mostly young people, studying in Poland, representing strong dedication to tradition and polish culture.

1.1.6 Providing economic activity by foreigners (numbers/types)

The system and economic changes taking place in Poland have intensified since Poland joined the European Union on 1st of May 2004. This fact has far-reaching consequences for practically every sphere of the state’s functioning; for there appears a need to conduct a global European policy as a member of an organisation that groups together most of the countries of the Old Continent instead of the previous particularistic policy of a state remaining, in organisational terms, outside of the Community. This global policy of Poland must take into account the basic principles, being the pillars of the EU functioning, including the freedom of movement of people and capital. Such free and surely intensified movement is closely linked to growing foreign investments in Poland, which in turn brings about the need to employ in Poland people who are not this country’s citizens.

To initial in-flows of foreign employees joined migration of family members which was a cause of ethnic minority creation. Beside in-flow of emigrants, streams of family members migration (never drying source of in-flow) constitute key –element of immigration statistics in Poland. Polish Public Registration conducted in 2002, confirmed that only 40 thousands of immigrants live legally in Poland, illegally no more than tens of thousands. Hence, on European scene it should be outlined to point other migration future and presence and further consequences for a future. In order to gain profit – oriented immigrants, it is advised to achieve complete numerical elaborations on immigrations in-flow. Moreover, it is required to obtain detailed knowledge on impulses applied by polish institutions to support immigrants: allowances for children, special language lessons – local and homeland, facilitations.
to gain mortgage credits, etc. In common battle over labour force, low- as well as well-qualified, more efforts should be put into promotion of Poland’s image, especially those elements, which are considered to take final decision on settlement, such as open-minded and friendly society. In addition, flexible and skilful implementation of governmental instruments, which influence on immigrants’ decisions, should be taken into account, i.e. safe and legal residence and their neutralization, in relation to existing regulations, economical and social marginalization, and further creation of ethnic and hermetic minorities. Among many instruments, we can distinguish: granting of resident status by a citizens of Third World countries, regulations and guarantees on joining to family and neutralization.

Below, we discuss the issue of employing foreigners in the Republic of Poland. This issue is extremely complex due to the currently applicable regulations. Such complications stem from the divisions sanctioned by legal regulations; the rules for a foreigner's employment in Poland depend on their nationality or profession or legal status (i.e. married couple of polish citizens).

The economic and political changes, which Poland has to face now, require adjustment of the applicable law to the new conditions. Therefore, the new Act on Employment Promotion and Labour Market Institutions as of 20 April 2004 cancelled the regulations included in the Act on Employment and Counteracting Against Unemployment as of 14 December 1994, leaving however in force the previous executive acts regulating foreigners’ work in Poland in force until new ones are passed.


Polish regulations provide restrictions for foreigners wishing to start commercial activity in a form of registration to foreign economic activity register. This is applicable only for:

1. citizens of European Union, member countries and European Free Trade Association – parties in an agreement on European Economic Area, are allowed to carry out economic activity within the same regulations which apply for polish entrepreneurs.
2. **citizens of other countries**, other than defined above, who were granted with a settlement allowance on a territory of Poland, tolerated residence permit, refugee status granted by a Republic of Poland or enjoying temporary protection right, are allowed to undertake and provide economic activity with the same rights and duties, just like polish citizens.

3. foreigners, other than identified in 1 and 2 in reference to existing international agreements. Currently, this legal form can be applicable by **citizens of USA** as a result of **association agreements**.

The principal act governing business activity in Poland, namely, the Business Activity Law of 19 November 1999, gives to the Polish and foreign entities equal rights to take up and conduct business activities in Poland. Foreign entrepreneurs may, subject to the principles of reciprocity, take up and conduct business on the basis of the same principles as those applicable to entrepreneurs having permanent residency or a registered office in Poland, unless international agreements ratified by Poland provide otherwise. In case of lack of the principles of reciprocity, foreign entrepreneurs may conduct a business activity on the territory of the Republic of Poland only in the form of a limited partnership, Limited Liability Company or a joint stock company. They can also join such partnerships or companies, and hold or purchase their shares.

Foreign entrepreneurs may set up branch offices in the territory of Poland for the purpose of carrying out business activity on this territory. The rights of foreign entrepreneurs depend on whether Polish entrepreneurs abroad enjoy equivalent rights under international agreements (the principle of reciprocity), and whether any international agreements ratified by Poland do not provide otherwise (Table 1.6)

**Table 1.6. Work permits for foreigners according to country permanent place of residence - 1st half of 2006 (absolute numbers) (Statistical file: www.mswia.gov.pl)**

<table>
<thead>
<tr>
<th>Continent, country permanent place of residence</th>
<th>Total number of work in total</th>
<th>according to</th>
<th>according to the size of the company</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>permits issued</td>
<td>period of validation</td>
<td>more than 3 months</td>
<td>less than 9 employees</td>
</tr>
<tr>
<td>----------------</td>
<td>----------------------</td>
<td>---------------------</td>
<td>-----------------------</td>
</tr>
<tr>
<td></td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>5194</td>
<td>590</td>
<td>4604</td>
</tr>
<tr>
<td>ALBANIA</td>
<td>2</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>ALGERIA</td>
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<td>ARMENIA</td>
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<td>AUSTRIA</td>
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<td>AZERBAIJAN</td>
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<td>BELARUS</td>
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<td>284</td>
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<tr>
<td>BOSNIA AND HERZGOVINA</td>
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<td>KYRGYZSTAN</td>
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<tr>
<td>CONGO</td>
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<td>0</td>
<td>4</td>
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<tr>
<td>KOREA, DEMOCRATIC PEOPLE'S REPUBLIC</td>
<td>18</td>
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<td>18</td>
</tr>
<tr>
<td>CUBA</td>
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</tr>
<tr>
<td>LEBANON</td>
<td>9</td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td>LIBYA</td>
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</tr>
<tr>
<td>MACEDONIA</td>
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<td>MALI</td>
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<td>MAROCCO</td>
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In compliance with the standards of the European Agreement, Poland is making efforts to align its business laws with the legislation of the European Community, in order to facilitate the taking up of business activity on its territory by businesses and citizens of the European Community.
There are several legal forms of conducting business in Poland: Below you can find most popular ones in Poland:

- **Limited Joint Stock Company**

Limited Joint Stock Company is a partnership with a goal to carry out economic activity (size of the company is insignificant). In a case of limited joint stock company, the financial contribution is not defined, in opposition to limited company. At least one of the partner is responsible for liabilities of the company (active partner), and responsibility taken by at least one partner of the company is limited (limited partner). Agreement signed by partners should be written in a form of notarial deed. The name of the company should include the name or names of one or more active partners. Name of the company should also comprise of a sign that it is a joint stock limited company. Active partner bears liability for company’s obligations guarantying it his/her own property. Limited partner is responsible for firm’s liabilities only to a sum defined in the agreement, is not allowed to carry company’s matters, but posses a legal right to act within other economic business entities.

Limited partner is a partner who assures financial resources and takes responsibility to the value of limited joint stock company sum, in practice representing the value of contribution. In a situation when the name or the company of the limited partner is used as a name or part of the limited joint stock company’s name, limited partner takes responsibility for company’s obligations equal to active partner of this undertaking. This form of economic activity can be very profitable for people wishing to invest their capital resources and make profit, without any fears about private property; full responsibility for company’s obligations, conducting company’s matters and representation are taken by the rest of partners. This form of company is provided for partners representing various capital-oriented potential. It is a best solution for persons, where one owns a great idea, others own sufficient capital.

**Important:**

Foreigner, either limited partner and active partner are not obliged to receive work allowance.

- **Limited Liability Company**
Limited Liability Company can be established by a foreigner for any legal purpose. It is a most known legal form to carry out economic activity provided for SME. Foreigners without a right to found a business entity in a form of registration in economic activity evidence, often applies this form of activity. Law regulations do not constrain the number of partners involved in such undertaking.

Advantages of Limited Liability Company: limited liability for company’s obligation (to the extend of paid contributions on capital share), but if company’s partners represent managerial staff, they take responsibility for firm’s liabilities safeguarding thes obligations with their properties – civil responsibility of partners, possibility to obtain additional financial resources due to entrance of a new partner, possibility to establish in-kind contribution i.e. apport – appliances, machines. Agreement of liability limited company requires a form of notarial deed. Each partner establishes share to fulfil requirement to found capital share of minimum 50 000 PLN; each share can not be lower than 50 PLN. Partners assigned chairman, one or more vice-presidents and management board members. They constitute supervising board or audit commission if it is required by an adequate Act or company’s agreement. Creation of the limited liability company has to be submitted to registration court (www.ms.gov.pl). Key characteristic of such company is limited liability of partners to a value not exceeding shares representing capital share of the firm.

**Important:**

Members of the management board, e.g. chairman, vice-president and management board members are obliged to attain, according to the existing regulations, work allowance issued by a province governor, adequate in relation to legal address of the company.

- **Joint-Stock Company**

Capital share in Joint Stock Company is divided into shares. Characteristic traits of joint-stock company: involving many shareholders, whose shares, even insignificant, as a whole, can enable them to control a company, capital divided into shares, which are transferable on Stock Exchange. Joint-Stock Company can be established by one or more persons with a goal not only related to commercial activity, but also cultural, charity. If a company is founded by one person, it has full right and duties of
Annual Meeting Body. Key element of Joint-Stock Company have shares, representing equal nominal value (but not less than 0,01 PLN), formulating a share capital of 500 000 PL. Foundation of the joint-stock company can be fulfilled by its sole owners (if need, with attendance of third parties) or take place in a form of subscription (advertisements about records in share book).

- **Representative Office**

A foreign entrepreneur may set up representative offices in the territory of Poland. Scope of representative office functioning relates only to advertisement and promotion activities of foreign businessman. Representative offices can be founded also by foreigners appointed to promote an economy of the country where they have a headquarters, but only within the confines of specified performance scope – promotion and advertisement of the economy. Advertising and promotion are the constituent elements of the foreign entrepreneur's business activity. Foundation of the representative office requires registration in a Foreign Entrepreneuers Representative Offices Register. Registration is executed by an adequate Ministry of Economy, on the basis of the submitted application and according to its content.

- **Civil partnership**

It is usually established for the purpose of conducting business on a smaller scale (a larger scale enterprise is a partnership with net sales of goods or services amounting to the Polish currency equivalent of at least EUR 400 000 in two consecutive financial years. A civil partnership conducting business on a larger scale becomes a registered partnership upon its entry in the National Court Register). It must be established by at least two persons. No minimal initial capital is hereby required. Here each partner is liable for the debts and obligations of the partnership without limitation to the extent of his or her entire property. Personal Income Tax regulations are hereby in force. To establish this kind of activity, in order to be effective, a deed of partnership must be executed in writing; each partner is obliged to register the partnership in Business Activity Register (Ewidencja Działalności Gospodarczej) as an entrepreneur carrying out a business activity in the form of civil partnership (on official forms of the National Court Register). As for additional requirements for
foreign investors international agreements on reciprocity should be in place. Otherwise, a foreign investor is required to present a certificate issued by the competent Polish representation abroad, stating that, in accordance with the principle of reciprocity, Polish entrepreneurs are permitted to conduct business activity in the country in which the investor has permanent residency or a registered office (Table 1. 7, Table 1. 8, Table 1. 9., Table 1. 10)

**Table 1. 7. Types of investors in Poland (Statistical file: mswia.gov.pl)**

<table>
<thead>
<tr>
<th>No</th>
<th>Investor</th>
<th>Country of origin</th>
<th>Activities</th>
</tr>
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<tbody>
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<td>France</td>
<td>Transport, storage and communication</td>
</tr>
<tr>
<td>2</td>
<td>Fiat</td>
<td>Italy</td>
<td>Manufacture of transport equipment</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>financial intermediation</td>
</tr>
<tr>
<td>3</td>
<td>HVB</td>
<td>Germany</td>
<td>Financial intermediation</td>
</tr>
<tr>
<td>4</td>
<td>Kronospan Holdings Ldt</td>
<td>Cyprus</td>
<td>Manufacture of wood and wood products</td>
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<tr>
<td>5</td>
<td>ING Group NV</td>
<td>The Netherlands</td>
<td>Financial intermediation, real estate</td>
</tr>
<tr>
<td>6</td>
<td>Carrefour</td>
<td>France</td>
<td>Wholesale and retail trade</td>
</tr>
<tr>
<td>7</td>
<td>Tesco Plc</td>
<td>United Kingdom</td>
<td>Wholesale and retail trade</td>
</tr>
<tr>
<td>8</td>
<td>Vattenfall AB</td>
<td>Sweden</td>
<td>Electricity, gas and water supply</td>
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**Table 1. 8. Work permits in a 1st half of 2006 for foreigners according to the place of residence and selected sections of PCA (absolute numbers) (Statistical file: mswia.gov.pl)**

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<th>according to validity of work permits</th>
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<td>9</td>
<td>70</td>
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</tr>
<tr>
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<td>URUGUAY</td>
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<tr>
<td>UZBEKISTAN</td>
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<td>VENEZUELA</td>
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<tr>
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<tr>
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<tr>
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</table>

Table 1. 9. Work permits in 1st half of 2006 for foreigners delegated to Poland in order to provide export services according to foreigners' nationality, selected PCA sections, labour groups and validity period of work permits within provinces (Statistical file: mswia.gov.pl)
<table>
<thead>
<tr>
<th></th>
<th>managerial</th>
<th>employees</th>
<th>functions</th>
<th>months</th>
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<tr>
<td><strong>Dolnoslaskie</strong></td>
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<tr>
<td><strong>Germany</strong></td>
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<td>31</td>
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<td>2</td>
</tr>
<tr>
<td><strong>Korean Republic</strong></td>
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<td>7</td>
<td>0</td>
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<tr>
<td><strong>Łódzkie</strong></td>
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<td>10</td>
<td>4</td>
<td>10</td>
</tr>
<tr>
<td><strong>China</strong></td>
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<td>4</td>
<td>0</td>
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<tr>
<td><strong>Germany</strong></td>
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<td>10</td>
<td>0</td>
<td>10</td>
</tr>
<tr>
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<td>0</td>
</tr>
<tr>
<td><strong>Cipres</strong></td>
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<td>0</td>
</tr>
<tr>
<td><strong>Philippines</strong></td>
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<td>0</td>
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<td>0</td>
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<tr>
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<td>0</td>
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<tr>
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<td>1</td>
<td>1</td>
</tr>
<tr>
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<td>28</td>
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<td><strong>Pomorskie</strong></td>
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<td><strong>Korea, Democratic</strong></td>
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<td>17</td>
<td>0</td>
<td>0</td>
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<tr>
<td><strong>People's Republic</strong></td>
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</tr>
<tr>
<td><strong>Russia</strong></td>
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<td>0</td>
</tr>
<tr>
<td><strong>Switzerland</strong></td>
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<td>12</td>
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</tr>
<tr>
<td><strong>Turkey</strong></td>
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<td>5</td>
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<td><strong>Japan</strong></td>
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<td>0</td>
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<td><strong>Germany</strong></td>
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<td><strong>Russia</strong></td>
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</tr>
<tr>
<td><strong>USA</strong></td>
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<td>5</td>
<td>0</td>
</tr>
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**Total** 592 164 353 75 48 2 494 0 23 569
Table 1. 10. Work permits for foreigners delegated to Poland in a 1st half of 2006 in order to provide export services according to foreigners' nationality, selected PCA sections, labour groups and validity period of work permits (Statistical file: www.mswia.gov.pl)

<table>
<thead>
<tr>
<th>Nationality</th>
<th>Number of work permits in total</th>
<th>according to PCA</th>
<th>according to labour groups</th>
<th>according to validity of work permits</th>
</tr>
</thead>
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<tr>
<td></td>
<td></td>
<td>industrial</td>
<td>supervising and</td>
<td>office and administration</td>
</tr>
<tr>
<td></td>
<td></td>
<td>processing</td>
<td>and managerial</td>
<td>employees</td>
</tr>
<tr>
<td></td>
<td></td>
<td>building</td>
<td>staff</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>sections</td>
<td></td>
<td></td>
</tr>
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<td>63</td>
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<td>KOREA, DEMOCRATIC PEOPLE'S REPUBLIC</td>
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<td>ROMANIA</td>
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</tr>
</tbody>
</table>

52
1.2. Government’s Response

1.2.1 Ethnic Minorities

*Fundamental rights*

Polish legislation admits national minorities’ specific rights. The most important there are: the Constitution of the Republic of Poland, the Election Law, the Association Act, the Law on the Polish language, the Educational Act, the Regulation by the Minister of National Education on education sustaining national, ethnic and linguistic identity of pupils, members of national minorities, the Regulation by the same minister increasing educational subsidies to national minority schools by 20% and 50% compared to other schools, the Act on Radio and Television, the Penal Code and the Law on the protection of personal information.

Poland has also adopted a number of international laws, which regulate, i.a., the rights of national minorities. They include: the Convention on the Protection of Human Rights and Fundamental Freedoms of November 4, 1950, the International Convention on Elimination of All Forms of Racial Discrimination of March 7, 1966, and the Convention on the Rights of the Child of November 20, 1989.

The major document that regulates national minority rights in Europe is the Framework Convention of the Council of Europe on Protection of National Minorities. Poland ratified the document on 10 November 2000. Our country became the side of the Convention on 1 April 2001. It is important to underline that on 12 May 2003 Poland signed the European Charter for regional or minority languages.

The provisions on the rights of individual national minorities are included in bilateral treaties which Poland has concluded with its neighbours.

The Polish law vests national minorities with the following fundamental rights:
• prohibition of any discrimination and ban on any organizations whose program of activities envisages or allows any form of racial and national hatred;

• freedom to preserve and develop their mother tongues;

• freedom to cherish their customs and traditions and to develop their own culture;

• the right to learn their mother tongue and to be instructed in their mother tongue;

• the right to unrestricted religious practice;

• the right to establish their own educational and cultural organisations, or the ones that protect religious identity;

• election privileges granted to election committees of minority organisations.

The national minorities division in the department of denominations and national minorities of the ministry of the interior and administration

The National Minorities Division was established as a part of the Ministry of the Interior and Administration in January 2000. Its main purpose is to deal with national minority issues, and in particular:

• to propose premises underlying the state’s policy towards national minorities, in consultation with the representatives of other ministries;

• to prepare thematic overviews intended for the Parliament and the Senate of the Republic of Poland;

• to collaborate with local governments to ensure that local minority needs are met;

• to maintain on-going contacts with the leaders of individual national minority organisations and to provide them with assistance;
• to accept and examine any complaints regarding state administration decisions regarding national minority issues;

• to prepare opinions on legal acts pertaining to national minorities as part of the intra and inter-ministerial consultation process;

• to prepare meetings of the Team for National Minorities.

**Team for National Minorities**

The Team on National Minorities was established on February 6, 2002 as an advisory body of Prime Minister. It continues the work of Inter-ministerial Team on National Minorities that worked in the period 1997 – 2001.

The Team on National Minorities is composed of the representatives of ministries responsible for: interior affairs and administration, finance, education, labour and social support, justice, foreign affairs, the Central Statistical Office, Council for the Protection of Memory of Struggle and Martyrdom, the European Integration Committee and Chairman of the Foreigners and Repatriates Office. The chairman of the Team is a vice-minister of the Interior and Administration, the vice-chairman is a vice-minister in the Ministry of Culture, and the secretary is the clerk in a Ministry of the Interior and Administration. National Minorities Division attends the Team. Within the Team was established: Sub-Team on Education of National Minorities (in 2001) and Sub-team for Roma Issues (in 2002).

The Team’s main responsibilities are:

• to develop government measures to be taken with a view to creating adequate conditions for national minorities;

• to coordinate activities pursued by the government administration bodies dealing with national minority issues;

• to assess and propose solutions aimed at ensuring the rights and satisfying the needs of national minorities;

• to prevent any infringement of national minority rights;
to prepare studies on the situation of national minorities in Poland;

- to publish and promote national minority issues and problems among the Polish public opinion.

Pilot Government Programme for the Roma Community in the Małopolska Province for the years 2001-2003

In effect of the works of the ministerial Team for National Minorities in March 2000 work has been initiated on the preparation of the Pilot government program for the Roma community in the Małopolska province for the years 2001-2003. The Program was accepted by the Council of Ministers of February 13, 2001, thus becoming an official government document.

The program was prepared and is now being implemented by:

- representatives of government administration (primarily of the Ministry of the Interior and Administration);

- local governments of the Małopolska province (gminas are the basic units on which the program is based);

- Roma organizations (participation of the Roma community in the development and implementation of the program is a fundamental condition of its success);

- Non-governmental organizations.

Engaged in the program were, appointed in the first half of 2000, plenipotentiaries for the Roma affairs active in the local government structures as well as plenipotentiaries appointed by local Roma communities. These plenipotentiaries are presently participating in the Program's implementation.

The Program involves such issues as education, health, combating unemployment, social care, housing, security, the Roma culture, knowledge of the Roma people in the Polish society and knowledge of the reforms taking place in Poland among the Roma people.
The Basic aim of this Program is to achieve full participation of the Roma people inhabiting the territory of the Małopolska province in the life of the civic society and to remove the differences separating this group from the rest of the society. It is particularly important to even out the differences in such areas as education, employment, health, hygiene, housing accommodations, ability to function within a civic society. The main assumption of the Program is to work out mechanisms which would allow to achieve the above mentioned objectives. It is a pilot program. As it is being implemented and experience gained its individual elements (particularly as regards education) will also be applied in other regions of Poland. It has been assumed that it should be a long-term program (lasting a minimum of a dozen or so years).

The program is financed out of the resources of the:

- Government,
- local government,
- non-governmental organizations,
- and the European aid funds.

The resolution concerning the Program came into force of March 1, 2001. Of March 26 the Program has been officially inaugurated. Appeals for a state budget subsidy are presently collected to assist in the implementation of the individual tasks provided for in the Program. There are also trainings organized in connection with the Program for, among others, people working in the local governments, teachers and representatives of the Roma community.

1.2.2 Employment of foreigners

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1 Ministry of the Interior and Administration, Department of Denominations and National Minorities National Minorities Division, Address for correspondence: ul. Batorego 5, 02-591 Warszawa, Office: ul. Domaniewska 36/38, Warszawa, tel.: + 48 22 60 115 39, 60 119 75, 60 143 52, fax.: + 48 22 60 115 38, e-mail: wmn.dw@mswia.gov.pl
Existing regulations regarding employment of foreigners in Poland divide outlanders into EU and other countries citizens, stating various provisions on work relations between an employer and employee.

Foreigner can provide work relations – employed on the basis of profit-oriented work in a form of work or commission contract on a territory of Poland, if she/he posses work allowance issued by a province governor, adequate in reference to the legal address of the employer. **Work allowance is required if a foreigner:**

1. provides work relation in a company with a legal address in Poland

2. provides work relation for foreign employer and is delegated to fulfil specific export services

3. provides work relations for foreign employer and is delegated to a business entity with a legal status in Republic of Poland for a period of time, exceeding 30 days in order to fulfil specific tasks

4. is a member of management board of legal entities providing commercial activities

Below, you will find list of situations which do not require gaining appropriate permits:

1. with a status of refugee granted by a Republic of Poland;

2. with a permit for settlement and status of long-term resident of EU in Republic of Poland;

3. with an allowance for tolerated residence in Republic of Poland;

4. temporary protection in Republic of Poland;
5. married couples of polish citizens, foreigners with an allowance for settlement, status of refugee and tolerated residence allowance;

6. family members of a polish citizen, owning nationality of one of EU country or a nationality of a country which signed with EU bilateral agreements on free flow of people;

7. citizens of EU countries, who along with Republic of Poland joined to EU and with those countries which open their employment markets;

8. released from requirement to own work permit on the basis of other law regulations;

9. carrying out commercial activity, functioning on a basis of registration to economic activity register also their proxies;

10. functioning in a form of limited joint-stock company (limited partner as well as active partner);

11. shareholders of liability limited company without any managerial functions within the legal entity.

Granting and refusal to grant a visa for employment purposes

The Act on Employment Promotion and Labour Institutions, issued on 20 April 2004, states that foreigner is enabled to gain work permit in Poland only if earlier promise of work is issued, who has not got specific visa document or appropriate residence allowance for a specific period of time. The question of visa issuance is explained in Act on Foreigners, introduced on 13 June 2003 (Journal of Acts - 2006 No 234, item 1694). According to these regulations foreigner arriving to Poland should receive visa document in relation to the goal of his/her arrival and staying. Among various visa documents we can identified: airport, transit, entry with a goal of: repatriation, migration as a family member of the repatriate, implementation of specified time residence, settlement allowance or long-term EU resident’s residence, residence with or joining to EU country member citizen, country of European Economic Area not
being a member of EU or a country not being a party in an agreement on European Economic Area, whose citizens have full, legal right to enjoy free flow of people on the basis of signed agreements with EU and member countries, staying visa (goals): tourist, visitation, participation in sport events, running economic or cultural activity, participations in international conferences, fulfilment of on duty assignments by a representatives of foreign country or international organization, taking active part in a proceeding to obtain asylum, work relation, scientific, training, didactic excluding work relations.

Granting a visa for employment purposes is conditioned by presenting by the applicant of a promise of granting a work permit in Poland or of a written statement by the employer about the employer’s intention to employ the foreigner, if work permit is not required.

The visa for employment purposes is valid for the period for which the employer has promised to employ the foreigner or for the period indicated in the statement of intention to employ. However, the validity period of such a visa cannot be longer than one year.

If a foreigner is a seasonal employee, then the visa is granted for the period of stay indicated in the promise, however not longer than for 6 months in the period of 12 months, calculated from the first day of entry. In effect, such a foreigner can come to Poland with the same visa, and the total time of his/her stay and work in Poland cannot exceed 6 months during one year.

A final decision to grant or to refuse to grant a visa is passed by the consul of the Republic of Poland whose jurisdiction covers the foreigner’s permanent residence place.

An essential issue in this context is the possibility to deport a foreigner under a decision by a competent public authority, if the foreigner has worked contrary to the law or started a business contrary to regulations applicable in Poland. Obligation of foreigner to leave territory of Poland or to expeal him/her if a basis for deportation of a foreigner is different than the one indicated above, then the visa is cancelled under the applicable law and the permit for residence for a definite period and work permit are cancelled, too. If a foreigner on the day of placing an application holds an
adequate visa or residence permit, then the employer can apply for granting of a work permit without the need to prior obtaining of promise.

**Rules and procedures for granting work promises and permits to foreigners**

Detailed regulations providing for the rules and procedures for granting promises and permits are included in executive regulations for the Employment Protection Act and Labour Market Institutions. On 23 August, 2006, new decree issued by the Ministry of Labour and Social Policy was released to public, concerning procedures and terms for granting foreigners with work permits (Journal of Acts No 141, item 1002). It brought a few significant changes in comparison to existing law status.

The high level of unemployment, persisting for several years now in Poland, causes that pursuant to the regulations included in the ordinance by the Minister of Labour and Social Policy as of 19 December 2001 on detailed rules and procedures for granting work promises and permits to foreigners (Journal of Laws No. 153, item 1,766), during the promise granting procedure, the situation at the local labour market must be taken into account. In this context, the basic obligation of the employer is to notify the locally competent labour office about a job vacancy. An advertisement stating that an employee is needed for the vacancy is placed in the given office for 30 days. Employer before submission of application to employ foreigner is obliged to prove that it was impossible to find an adequate candidate among citizens with polish nationality, further among candidates from EU countries and Switzerland. Furthermore, submitting offer to District Employment Office is not enough, employer is required to place minimum one advertisement in a newspaper, in Internet or in other medium, as well as to place an offer in EURES base.

The province governor shall reject an application for promise granting, if the employer unreasonably refuses to give a job to an unemployed or looking for a job, who are recommended on this post; as well as in such situations: lack of adequate qualifications or skills of foreign candidate; regulations require to compare it to classification of professions and specializations and labour market needs; this solution is expected to liquidate illegal practices to employ foreigners for purposes other than it derives from post description and character, in situations of incoherent of employer’s economic activity scope with a post or a nature of job offered, submitting
false information in application, counterfeisance of documents, violation of Employment Promotion and Labour Institutions Act regulations and such offence has been proved as a result of the conducted control along with the constraint of one year-period of time from elaboration of the control protocol.

Such permit shall not be granted to convicted foreigners, sentenced in Republic of Poland on a basis of legal valid verdict of custodial sentence, including suspension (interdict concerns employment within trial period), obligated to leave territory of Poland on the basis of act of force issued by an adequate institution, expelled or third parties involved.

New procedure of employers planning to employ foreigner comprises of an analyse of employer’s usefulness in relation to existing local labour market (§ 3 paragraph 6). In justified situations related to local labour market, issuance to foreigner work allowance can be proceeded by an analyse of usefulness of an employer to local labour market, elaborated by a local authority. Such analyse refers to economic and personnel situation of an employer, regardless toward estimation of labour market itself.

Basing on this analyse, decision on granting work allowance to employ foreigner can be negative, if an employer:

1) does not demonstrate an income value in a declaration on income or loss achieved by a legal entity income tax payer in a last tax annual year exceeds 12-fold of average salary,

2) has not employed minimum two persons, one year after submitting an application, within unspecified or in a full time work terms, who are not restricted to obtain a work allowance requirements,

3) is not able to safeguard sufficient resources which allow to fulfill all terms, within 12 months from business entity registration, presented above.
However, it is not defined expressis verbis, this regulation refers to management board members of legal business entities.

Rejection can also be expected by any employer who has, during the proceedings, concealed the truth, submitted a forged document or striven at employing a foreigner whose qualification or remuneration do not correspond to the nature of work to be performed by him/her. A promise shall also be rejected to any person who has violated regulations of the Act within one year before the application placing or whose activity is inadequate for the post or kind of work offered to the foreigner.

Work permit shall also be rejected to foreigners sentenced to imprisonment and, if the penalty is suspended, then until the expiry of the suspended penalty period, and to parties to proceedings for deportation from Poland.

Rendering export services

Permits on providing export services granted to foreigners was regulated by a decree of Ministry of Labour and Social Policy, (21 July, 2006) on procedure and terms for granting a work allowance for a foreigner to provide export services by a foreign employer in Republic of Poland;

Granting work permits to foreigners for rendering export services has been sanctioned under regulations included in the ordinance by the Minister of Labour and Social Policy as of 19 December 2001 (Journal of Laws No. 153, item 1768 with subsequent amendments). A basis for rendering of an export service in Poland and, consequently, a basis for applying for a work permit is an agreement concluded by a foreign entrepreneur with an entity seated in Poland. Among its other provisions, the agreement should include a list of posts and scope of activities and obligations allocated for each of the posts to be entrusted to foreign employees. Another essential fact is that in the case of applying for a work permit for a foreigner to render export services, the applicant for the permit is the foreign entrepreneur and not, as in the case of standard permits, an entity seated in Poland. In other terms, the procedure of granting or the reasons for refusal to grant a permit are different from those applicable in the case of obtaining permit under the procedure provided for in the ordinance on detailed rules and procedures for granting work permits and promises to foreigners.
**Simplified procedure**

There are also exceptions to the obligation to search for Polish employees before applying for a work permit for a foreigner. There are categories of employees whose employment does not require informing the *poviąt* (local administration) labour office and publishing of an advertisement in search for an employee.

Adequate regulations can be found in a ministerial decree of Ministry of Labour and Social Policy (21 July, 2006) on specification of situations in which promise or work allowance is issued without existing situation on labour market as well as criteria regulating promises and allowances grants (Journal of Acts No 141, item1004). Governor of the province has a right to issue promise and allowance to work with no regards on existing situation of the Labour market for:

1. foreigners with a nationality of one of EU country, expected to provide work relation as a key personnel, according to article 52 of European Scheme founding Association between Republic of Poland and European Commonwealth and Affiliated Countries, elaborated in Brussels on 16 December, 1991. (Journal of Acts 1994 r. No 11, item 38, 1995 - No 63, item 324 and 326 and in 1997 No 104, item 662);

2. foreigners – family members of diplomatic representatives, consulates, international organizations or their representative offices in Republic of Poland, according to signed international agreements and conventions;

3. foreigners – doctors and dentists participating in trainings and accomplishing specialization programs on the basis of regulations regarding medical specializations of doctors and dentists;

4. foreigners allowed representing foreign entrepreneurs in a branch or representative office functioning on Republic of Poland territory;

5. foreigners who provide work relations in a form of household services for diplomats, consulates, international organizations and their representative offices;
6. foreigners – sport trainers and sportsmen providing work relation for sport clubs and other entities, which status includes promotion of sport and physical culture;

7. foreigners providing work relation on the territory of Poland within the confines of international agreements on labour, if an appropriate labour institution confirms such need, along with procedure defined in an agreement.

Under regulations included in the ordinance by the Minister of Labour and Social Policy as of 19 December 2001 on defining cases, in which work promise and permit for a foreigner is granted by the province governor regardless of the local labour market situation and the criteria of granting work promises and permits to foreigners; a work permit, regardless of the situation at the local labour market, shall be granted for instance to family members of personnel of diplomatic agencies and international organisations, including their private household service, graduates from medical and pharmaceutical studies on compulsory internships, sports coaches and chiefs of Polish branches and agencies of foreign enterprises.

**Employment policy regarding EU citizens**

On 17 January, 2007 Ministry of Labour and Social Policy issued a decree which overruled limitations to access polish labour market for citizens of EU and EFTA (Journal of Acts No 7 position 54), which haven’t implemented appropriate provisions toward polish citizens. To 17 January, 2007, according to bilateral rule, citizens of Austria, Belgium, Denmark, France, Lichtenstein, Luxemburg, Netherlands, Germany, Norway and Switzerland were required to gain special permit to work, in order to have legal right to be employed in Poland. According to released ministerial justification, those restrictions did not nave any negative influence on labour market situation. Number of issued permits has gradually decreased (5 859 in 2003, 2 913 - in 2004 and 1 579 - in 2005 r.), along with income to the governmental budget in 2005 - 1 421 100 PLN. On the other hand, it was outlined that full access to polish labour market for EU and EFTA citizens should facilitate to gain employees possessing adequate qualifications.

The Act on Employment Promotion and Labour Market Institutions authorises the government of the Republic of Poland to apply towards citizens of the EU member
states the means referred to in Exhibit XII point 2 clause 11 of the Accession Treaty. The means concern the limitation in employing citizens of those countries in Poland as referred to above in connection with the adopted by those states transition periods during which Polish citizens will face difficulties in obtaining employment in those countries. The respective policies of particular EU member states towards Poles are different, as a result of which the Polish policy is not the same with regard to all the EU members. The issue of freedom of employment of EU member states’ citizens in Poland is regulated in detail under the ordinance by the Minister of Economy and Labour as of 26 May 2004 on the scope of limitations in the sphere of employment of foreigners in the Republic of Poland (Journal of Laws 123, item 1293). The general rule is that in the case of citizens of a given state limitations analogous to those imposed by that state to Polish citizens apply. As a consequence, citizens of such countries as Germany, Austria, Spain, Greece, Holland or France can work in Poland subject to obtaining a work permit. This rule is milder in the case of citizens of Denmark, Holland, Norway and Italy. Their policy concerning employment of Poles in their countries is less restrictive, therefore in their cases, during the procedure of permit granting, the regulations concerning evaluation of the situation on the labour market, criteria of granting work promises and circumstances for refusal to grant a promise or permit do not apply. As United Kingdom, Ireland and Sweden have opened their labour markets for Poles, citizens of those countries can work in Poland without obtaining a permit.

1.3. Civic Response

Legal aspects of their functioning are the same as for all NGOs/associations in general, with respect for their interest in labour market, in internships area. Usually they offer their services (providing information on internships for students) free of charge, but nevertheless they might also act in the field of personnel consulting (as job agencies), so it is very individualized issue, dependent on particular body’s case. If interested in their legal form, one should search for information on particular body promoting internship. However, functionally, the most important information one should seek while contacting such an organisation is what kind of costs would he/she bear, with regards to their services. It is also possible for commercial companies to
offer services in the field of promoting internships; however they are rarely free of charge. At the same, the legal form of such a body is a standard company legal form.

Bodies promoting internships in Poland – internship providers – are mainly associations, students associations in particular, and other NGOs. e.g.:

- AIESEC - http://www.aiesec.org
- BEST – http://www.best.pw.edu.pl
- ELSA – http://www.elsa.org.pl
- IFMSA – Poland – http://www.medstudent.pl

Important public campaigns organized in our country are:

- "Tiszert dla wolności“ (T-shirt for freedom) as a self-financed public campaign. A TISZERT retailer, which provides patronage for the action, sells T-shirts (making no profit) that focus our attention in a very provocative way on important and current social matters e.g. “I will be old”. The aim of the campaign is to prevent any form of discrimination and to spark off a public debate on the issue of discrimination and exclusion.

- „Kolorowa Tolerancja“ (Colourful tolerance) is an action aimed at fighting racism and intolerance. Participants cover insulting slogans and symbols painted on walls in Lodz. It engages a vast group of pupils and students.

Some organizations in Poland support the intercultural dialogue. These are:

- Zielonogórski Uniwersytet Trzeciego Wieku (The University of Third Age in Zielona Gora) carried out such projects as Mosty Lacza Europe (Bridges Connect Europe) and Światły Europejczyk (Enlightened European). The organization supports better mutual understanding of Polish and German nations, and also deals with problems faced by the elderly in the society, supporting their passions, talents and emphasizing opportunities. The organisation operates in Poland in Ziemia Lubuska region, in Germany in Brandenburg region.
• **Fundacja Pogranicze (Borderland Foundation)** is a large cultural organization, on the one hand supporting search for identity of „little fatherlands” in Eastern and Central Europe, and on the other hand promoting tolerant attitudes.

• **Fundacja Kultury Chrześcijańskiej “Znak” (Christian Culture Foundation “Znak”)** is an organization supporting ethnic and religious minorities, cultural dialogue and religion. It propagates and explores Christian humanism, takes care of monuments, propagates tolerance (Bridges of Tolerance project), dialogue and cooperation between various religions and nations (internet website project: Forum: Jews - Christians - Poles); cooperation and exchange of experience with Ukraine (Institute Bridges to the East - project).

• **Stowarzyszenie Willa Deciusza (Villa Decius Association)** is an international cultural organization. Its members are prominent scientists, economists and artists. Many of its projects are interdisciplinary, considering many aspects of culture in the world today, as well as the issue of international cultural cooperation, culture management and ways of financing it.

• **Amnesty International** is a worldwide human rights movement. Its members dedicate their time and energy to aiding those, whose rights have been violated. The Polish branch of Al consists of 20 groups, which organize various campaigns, cultural and educational events, demonstrations, workshops dealing with human rights, and take care of “prisoners of conscience”.

• **Forum-Młodych - Jugend** is an organization supporting young people. It carries out a project OK.JFM for pupils, students and young unemployed people. It offers various courses and trainings: IT, specialist German language courses, and also personal development counselling. The organization also carries out a special program for young leaders of a German minority, to enable them to animate the social, cultural and political life of the German minority and in the regions where people of German origins live.

• **Fundacja Stefana Batorego (Stefan Batory Foundation)** is one of the most widely recognized NGOs in Poland. Batory Foundation carries out various projects the aim of which is generally to improve social conditions in Poland (e.g. an Anti-
Corruption Program or Monitoring of Pre-Election Promises) as well as relationships with the neighbouring countries (e.g. Community Initiatives in Eastern Europe).

- **Fundacja Roberta Szumana** (The Polish Robert Schuman’s Foundation) aim is to encourage Polish citizen to actively participate in the process of unifying Europe. It organizes various events, such as the annual Schuman Parade or the activities of School European Clubs.

- **Stowarzyszenie na rzecz Forum Inicjatyw Pozarządowych (NG Initiative Forum Association)** supports the representatives of Polish NGOs in Brussels. Information on the activities of „civic Europe” is spread via publications and the Internet.

- **Fundacja Towarzystwo Demokratyczne Wschod (Democratic Society East Foundation)** supports democracy in Ukraine, supporting Ukrainian independent press and local authorities – it shares the Polish experience in the field, supports the Crimean Tatars, publishes a bulletin “Perekrostok” (Crossroads) in Russian aimed at NGOs and local authorities. It also finds volunteers for work in Eastern Europe.

1.4. Business Community Response

Busines community did not notice the multiculturality phenomenon in Poland and there are not a special policy in organizations in this matter.

1.5 Academic Community Response

1.5.1 Conditions and Procedure of Admission of Foreigners to Higher Studies in Poland

**General provisions**

1. Foreigners can be admitted to higher studies in the schools subordinated to the Ministry of National Education the Ministry of Health and Social Welfare, the Ministry of Culture and Arts, the Ministry of Transport, Navigation and Communications and the Sports and Tourism Administration Ministry (see Annex 2).
2. The Ministry of National Education—Foreign Studies Office, 00-920 Warszawa, Al. Szucha 25 in Poland (www.men.gov.pl) is a body of state administration, coordinating all the problems related to the education of foreigners in Poland.

3. Foreigners may study in Poland on the rules of:
   - scholarships,
   - foreign currency payment conditions.

4. Candidates for studies in Poland are enrolled by Polish diplomatic agencies abroad and by the Ministry of National Education—Foreign Education Office, 00-920 Warszawa, Smolna 40.

5. Under every-year enrolment, the Polish agencies abroad:
   - inform the interested persons and institutions about the conditions of studying in Poland;
   - complete the required documents concerning candidates for studies;
   - qualify initially the candidates and the responsible officer of the agency interviews every candidate;
   - submit the documents to proper bodies in Poland;
   - issue students exit visas to Poland.

6. The Ministry of National Education receives the applications of candidates together with complete documents from the foreign diplomatic agencies accredited in Poland.

**Criteria for admission to higher studies in Poland**

1. To higher studies in Poland can be admitted those candidates who have not exceeded:
   a) 25 years (technical, agricultural, economic, pedagogic, nautical, medical and sports studies);
b) 21 years (women) and 24 years (men) for musical studies in vocal and vocal actor lines;

c) 30 years for film studies;

d) 27 years for fine arts;

e) 25 years for musical studies except for point b.

2. The requirement for admission to higher studies is for candidate to have a secondary school certificate entitling (according to point criteria) to take up higher studies in the country of permanent residence.

3. Candidates from the medical studies, coming from the U.S.A. and Canada, should additionally submit a certificate of completion of pre-medical studies.

4. Candidates seeking to be admitted to higher studies in Poland submit the following documents (in the Polish, English, French or Spanish language):

- a filled-in study admission questionnaire (enclosed):

- a copy or an authorized photocopy of a secondary school certificate entitling to take up studies;

- copies or photocopies of the documents confirming the passage of examinations in foreign higher school, if the candidate has already begun to study and intents to continue them in Poland;

- a health certificate confirming good health condition enabling him or her to study a selected line (enclosed).

5. Candidates to artistic and monument preservation studies should additionally enclose their works in that branch of the art, which is related to the selected line of studies, for example, tapes with musical recordings, designs or photographs of artistic works, etc.

6. Candidates who continue education in a school during the enrolment period and have no certificate confirming its completion submit a copy or an authorised photocopy on having completed the primary school class. The missing copy of a
secondary school certificate authorising to take up higher studies must be submitted by a candidate at the Polish diplomatic agency immediately on receiving it, but not later however, than till the 15th of July.

7. The requirement indispensable for being granted a students' exit visa to Poland at the Polish diplomatic agency is:

- to acquire the decision of having been qualified to studies by competent authorities in Poland;
- to present a receipt of an entrance fee payment and a fee for studies, in advance for 12 months in the case of having been qualified to studies on foreign currency payment conditions.

1.5.2 Cost of Education and Material Benefits

Foreigners may, complete their studies in Poland on scholarship and foreign currency payment conditions.

The money due to following one's studies in Polish higher schools may be paid in USD or any other convertible foreign currency of equivalent value.

Detailed information on the amounts to be paid depending on the line and level of education and rules on their payment may be had from Polish embassies and consulates. The amount to be paid may be changed due to an increase in the cost of education and a change in the exchange rate of individual foreign currencies.

1.6 Media Response

1.6.1 The Role of the National Council of Radio and Television

The provision of the Article 231 paragraph 1 of the Constitution of the Republic of Poland states that: The National Council of Radio and Television is guarding the freedom of speech, right to access information and the public interest in radio and television. Detailed competencies NCR&TV, as a proper authority in the field of radio and television, was specified in “The radio and television” Act.

The activities of NCR&TV for minorities are consisted of:
- The financial division due to an income received from a licence fee, taking into account financial resources for individual station of public radio, in connection with transmitting programmes for minorities,

- Acceptance of the complains filed by representatives of minority organisations,

- Initiating meeting and conferences regarding problems as well as the issues of minorities presence in the media.

The freedom of receiving and transmitting information in national minorities language are specified in the Article 54 of then Constitution regarding freedom of speech and press.

It should also be noted that the right to spread and exchange information in a native language was specified in agreements, which had been signed by Poland with the Federal Republic of Germany, The Czech Republic, the Federal Republic of Slovakia, The Republic of Ukraine, the Republic of Belarus and the Republic of Lithuania.

According to the provision of the Article 2 of “The radio and television” Act from December 29, 1992 the broadcast of the radio and television programmes, with the exception of public television, requires obtaining licence. The competent authority for licence affairs is the Chairman of National Council of Radio and Television, who makes a decision based on the National Council’s Resolution. The new regulation concerning “The radio and television” Act from February 1, 2001 (O.J. No 42, item 469) meant an important change for national minorities since it added the new category of “social broadcaster”. Nowadays any association, the church or other legal person can become a “social broadcaster” simply by filling the application of the NCR&TV. The social broadcaster is released of any charge that may be related either to obtaining or changing the licence.

According to the principle accepted by the Minister responsible for the culture affairs and protection of national heritage, each minority has to the right to publish one of its own magazines (in their native language, in polish or in any foreign language). In this case full or nearly full cost of publishing is covered by budget of the state.
Some of minorities publish more than one magazine (the detailed list of press titles published by the national and ethnic minorities in Poland is specified in part I, chapter V). Almost all periodicals of national and ethnic minorities are subsidised by the state through the assistance of the Ministry responsible for culture affairs and protection of the national heritage. In 2001 there were 37 of such publications. The total sum in a budget of the Ministry of Culture designed for this publication in 2001 accounted for 2 678 800 PLN (about 0.7 M Euro).

1.6.2 The Public Television

The broadcast concerning culture, tradition and history of national and ethnic minorities resided in Poland have been appearing in Polish TV since 1989. The central as well as regional TV stations had been occasionally broadcasting this type of programs and reports. At the present the regional television TVP3 took over the mission of the public broadcaster within this scope. The regional television is consisted of 12 local departments, among which 9 transmits different programs and occasional feature regarding national and ethnic issues.

The braces meant for the national and ethnics minorities are transmitted in theirs own native languages:

- **“Sami o sobie” (We about us):** this programme is prepared by Polish TV Station in Bialystok; the programme is screened once a week for 40 minutes; the programme is consisted of separate parts, each part is meant for a different type of minority: the Belorussian (15 min.), Ukrainian (10 min.), Lithuanian (ever 2 weeks for 15 min.) and one a month for Russian, Romes and Tartar minorities (for 7.5 min.). The staff of this TV station consist of three people working full time and the two others, who are working part time.

- **“Telenowyny” (Telenews):** this programme is prepared in Lithuanian language and emitted with polish subtitles by Warsaw Television Station. It is screened every 2 weeks for 15 min. The programme is prepared by 5 jourmnalists from Ukrainian minority, who are also co-ordinating with Polish TV station.
‘Schlesische Wochenschau’ (Silesian News) : this programme is for German minority and it is being broadcast by Polish TV station in Krakow.

‘Schlesische Jurnal’ (Silesian Journal): this programme is for German minority (10-15 min.). It is screened every 2 weeks by Polish TV Centre in Opole, but it is prepared by and editorial and technical independent team and (every two weeks) by the Polish TV station co-workers.

‘Rodno zemlia’ (Homeland): it is Kaszubi minority magazine on Kaszubi community, which also produces it. The programme is prepared and screened by Polish TV Station in Gdansk.

1.6.3 The Public Radio

The Public Polish Radio consists of central broadcasting station (transmitting programmes in Poland as well as abroad) and of 17 local stations transmitting 17 different programmes in the regions.

The broadcast addresses to the national and ethic minorities is aired in their own native languages:

Radio Białystok S.A.

‘Ukrainska dumka’ (Ukrainian Dumky), programme in Ukrainian language, 3 times a week,

‘Pod znakiem Pahoni’ (Under the Banner of Pahoni), programme in Belarusian language, it is transmitted every day,

‘Pażadalnaja piesnia’, (Forwell Song) in Belarusian language, once a week,

And two religious broadcast for the members of Orthodox church.

This broadcast are prepared by the team of 10 journalists, a members of different minorities.
Radio Olsztyn S.A.

- Radio broadcasts in Ukrainian language are transmitted every day for 30 min and radio broadcast in German language are transmitted 25 min. per week. The radio broadcast in Ukrainian language are prepared by 4 journalists, in German language by 3 journalists. Most of them are station co-workers and only one person is employed full-time.

Radio Opole S.A.

- “Śląskie Aktualności” (Silesian News): this programme in German language, which is transmitted for 15 min. 3 times a week; the programme is prepared by German Minority Production Team.

- “Nasz Heimat” (Our Homeland): this programme is aired in Polish and German Language once a week, it is prepared by radio team

Radio Katowice S.A.

- “Pojednanie i przyszłość” (Reconciliation and Future): this programme is in German language, it is transmitted 1 hour per week and is prepared by the German minority.

Radio Rzeszów S.A.

- “Magazine in Ukrainian Language” this programme is prepared by national minority journalists, 3 persons – one of them is full time worker.

Radio Koszalin

- “Ukrainian Magazine”: this programme is in Ukrainian language, it is transmitted for 30 min. every two weeks; prepared by one journalist from the Ukrainian minority.

- “Kaszuby Magazine” this programme is in Kaszubski language; it is transmitted by 30 min every week.
1.6.4 Foreigners in media

Media still do not pay much attention to the issue of foreigners living in Poland. So far there have not been any reports on breach of labour legislation or discrimination of foreigners working in Poland. What is shown in the media is the bright sides of employing outsiders. An example here is many news reports and reportages concerning a Cuban who came to Poland in mid 80s. He was one of the first to establish salsa dance schools here. He also created the first Polish salsa orchestra Jose Torres Salsa Tropical and organizes the annual Salsa Meeting „Carnaal de Salsa“.

Poland wants to be seen as an open and friendly country. We are eager to acquire new ways for company management and we also adapt the staff and training policies from more economically developed countries. Media, especially TV, show foreigners living in Poland. They star in popular TV series, merging with the Polish living conditions in an unobtrusive way. (“M jak Miłość” (L like Love): Steffen Möller - Stefan Müller; Iwan Komarenko – Sasza ) One of TV shows confronting the ways different Europeans behave is „Europa da się lubić” (Europe can be liked). It aims at showing the traditions, customs, culture and everyday activities of Europe and its citizens. The authors wish to spark interest of the public and to educate people about this part of world to which we have belonged for over a thousand years now. The host, Monika Richardson, invites to the studio 5 EU countries’ citizens living in Poland and speaking Polish, and a star, a Pole who is also “the citizen of world”. The program is very popular with viewers. On average each episode of “Europa da się lubić” is watched by 1.3 mln viewers aged 16-49.

In Poland there are also organized cultural events with a motto of „beyond differences”. Their aim is to improve the intercultural dialogue and to teach tolerance and understanding to Poles. One of them is Festiwal Dialogu Czterech Kultur (Festival of Dialogue Between Four Cultures - www.4kultury.pl). Its idea sprang form the dialogue which took place in Łódź for many decades. In the 19th century people belonging to four very different cultures cohabited and cooperated, building factories, temples, cinemas, theatres and sport facilities. The Festival revives the tradition of Łódź as a city of many nations. It aims at resuming the dialogue and at inspiring new creations.
Another unique festival is called „Camerimage“ (www.camerimage.pl). This is a big event attracting film lovers from all around the world. Every year stars and students from many countries, most importantly – famous cameramen, come to Łódź for this event. Foreign students are hosted by Polish students, which results in many international friendships.
2 Private, Public & Educational Sectors

2.1 Cultural Diversity in the Private Sector

2.1.1 General Overview

In relation to other communistic countries, in Poland during the time of controlled economy it was made out to preserve relatively large participation of private sector. It was mainly by agriculture sector, which was in significant part in private hands. Employment level in the private sector – along with agricultural branch – in 1970 had amount of 32% of national employment. Taking the private sector out of agriculture, it was only 2.9%.

Transformation of system, which took place in our country after 1989, has improved the development of the private sector. It was allowed by the process of privatization, which insists with passing on the public entertainments for private hands, and passing on all of other economical operations providing so far by state, for private management. There are following methods of privatization:

- Liquidation (state-owned companies are liquidated to sell them in all or in parts of their estate; it could also be included to company or vest for free of charge use for individuals or corporate personalities)

- Capital (state-owned companies are turned on sole trader company of National Treasure; their stocks and shares are sells to third parties) and deferred, known as promotional as well (creation of new private companies).

In early 90-ies Gross Domestic Product was made in 73% by the state sector, in which work 70% of people employed in Poland. After several years of transformation the state sector is producing only 27% GDP, and only 30% of professionally active people work at this sector. That mean, that polish economy is currently dominated by private sector.
Presently private sector embracing as follows:

- National ownership – for example: private companies and companies of individuals leading economical activity;

- Ownership of foreigners – for example: companies with foreign capital participation;

- Mixed ownership – for example: companies with preference of private sector capital.

Actually existing legislation did not define the term of private ownership. It only discriminates this category and shows its function in the whole economic system. Attempt of creating the definition what the private ownership is, was taken in doctrine - it was immediately after initiation of economical transformation. The base of this definition was normative records. However, it seems that normative material is not one-valued in order to decide on this base about notion of private ownership. Indeed, in the basis of constitutional regulations and other acts that single out state ownership and those that belong to units of local governments (and to ascertain them legal entities), that it is necessary to exclude these categories of ownership from range of notion of private ownership. Defining the term privat ownership, it is necessary to appeal for essence of discussed phenomenon of private ownership, take into consideration the character subject of ownership and its destination.

Private ownership is one that is vested to people who create different kind of companies and similar organizations of such persons, within the limit, which activity gives them individual benefit, but particularly, increment. From discussed point of view, there is no particular difference between persons’ individual activity and collective fetch that have the same goals. According to regulations, in our legal system there is two kinds of companies:

- Personal - it is such, where personal element, i.e. partners, plays important role.

- Capital –important factors are capital contributions, but partners take a stand as if in the background.
First of all this distribution finds expression in it, that capital companies are legal entities, however the personal ones are stripped this attribute. So, property of capital company, which is the base of it’s activity, there is her ownership , however, property of personal company presents object of so called joint ownership which links the co-owners. Consequently too, partners of personal companies incur personal liability by reason of its activity emerged too beholden, however, capital Company answers for obligations of companies only. To personal companies they belong: civil company, evident, and limited partnership as a change. Owners - particularly owners of centres of production – can be not only individual people or companies or other organizations in individual interest of their members acting, and also different social organisms taking advantage ownership for realization of common purpose for given community.

Structural transformation has caused incrimination of economic activity of society. Near double incrimination of number of enterprises has followed in years 1995-2000. First of all, increase has followed in sector of small and medium enterprises (SME). From whole of enterprises (without section of agriculture and fishery) in 2000 year, included register of subject of national economy REGON, 99,87% of them it was SME employing for 250 employee, from that enterprises employing for 9 employee presented 95% firms of SME sector. Great disintegration of enterprises in conditions of scarcity of noteworthy far too and still very expensive and hard available credit causes lack of capability of sponsorship of investment and innovation that limits incrimination of their competitiveness.

After considerable incrimination of participation of this sector in creation of value added in years 1996-97, this participation has been stabilized at the level of 50%, but the biggest role play the enterprises for 50 employee here employing (about 55,6% ). In 2000 it was in SME sector 66,4% of whole working in economy employee.

By reason of entrance Poland for European Union in private sector changes have followed. Specialists and European experts analyze individual branches of economies, priorities for new investment appointing and directions of development for new created enterprises. Loan funds as well as irreclaimable grants of European banks within the confines of established priorities allocate, they guarantee
comprehensive and even development of states of European community. In order to enable grants and credits availability range of advisory organism is built, as well as base of Multilanguage information, which is extended. This activity has on purpose stimulation of civil initiative that mean - creation of structure of new work at the level of small and medium enterprises and institutions. It is helped also national cultural and scientific centres, in order to make common functioning base of intellectual development in Europe.

2.1.2 Individual Examples

In Poland in comparison with other members of European Union there is highest percent of joblessness. Unemployment ratio amount to in march 2005 -19,3%. Joblessness touches also people arriving from foreign countries, however, some decide make personal work-place, setting up firm. For today, with introduced small changes, are in force regulations concerning set-up enterprise or entering in companies of foreign persons in the area of Poland with act from day 6 July 1982 about principles of conducts on territory of Polish People's Republic of economic activity in range slight entities by foreign legal and physical (Dz.U. z 1989 r., Nr 27, poz. 148, zm.: Dz.U. z 1989 r., Nr 74, poz. 442; Dz.U. z 1991 r., Nr 60, poz. 253; Dz.U. z 1991 r., Nr 111, poz. 480; Dz.U. z 1994 r., Nr 121, poz. 591; Dz.U. z 1997 r., Nr 121, poz. 769; Dz.U. z 1997 r., Nr 121, poz. 770; Dz.U. z 1998 r., Nr 106, poz. 668).

Agriculture

Polish businessmen pass case, that opening of border and simplest flow of commodity is really big challenge. They must become more elastic, in order to cope with new markets and overcome bureaucratic barriers and hard for surmounting capital barrier.

Participation of agriculture, hunting and forestry in Gross Domestic Product systematically falls. In 2001 - it has amounted to 2,9%. Poland has superior then in UE number of working in agriculture. According to research of economic activities of populations (BAEL) in 2001 it was working in agriculture, forestry and hunting 2,7 million persons, i.e. 19% whole working, but on village 5,5 million persons, i.e. 38,6% working. It individual agriculture worked in 2001 - on average - 2,5 million persons.
Presently there is performed important change in structure of agriculture in private sector. This part of sector has strengthened predominating position in structure of use of agricultural land, but it’s ability for development, particularly in view of bad profitable situation in individual farms, is scarce (Table 2.)

Table 2. Balance of change structure of use of agricultural land (in%, Source: GUS)

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<tr>
<td>Private Sector</td>
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<td>Including:</td>
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<tr>
<td>Individual farms</td>
<td>76,3</td>
<td>82,1</td>
<td>83,9</td>
<td>84,5</td>
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<td>Productive cooperatives</td>
<td>3,7</td>
<td>2,7</td>
<td>2,0</td>
<td>1,9</td>
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<tr>
<td>Foreign ownership</td>
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<td>0,4</td>
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Grant high employment in agriculture it does not productive function, but soaks evident (1,3 million person) and hide joblessness (valued 1 million persons), important factor of balancing labour market presenting. Experiences have indicated from period of transformation, that fundamental meaning has extra agricultural development of country area for correction of polish efficiency of agriculture and manner of functioning of closest its and farthest enclosing. Particular weakness of enclosing of agriculture is lack of institutions stabilizing supply product through period contracts and production quoted.

In spite of significant disintegration, polish individual agriculture has chances to going up of competitiveness, especially in context of level-headed development. If the biological differentiation will be guaranteed polish agriculture can effectively enter in the area of ecological food which is more and more attractive for clients.

- **Duch cultivator:**

Incoming for Poland foreigners are also interested in set-up and conduct of biodynamic farm jointed with sale of ecological product. Activity of Dutch cultivator, who has taken up residence in the area of province Masurian-Warmian is example in
order to start fabricating of rural product without usage of artificial fertilizer and
pesticides and cultivating of sheep and production of milky preserves. This pioneer
operation was on early 90 none too popular. It was additional hard to recover in
country community for person from other country, without acquaintance polish law,
cultures and mentality. Presently in this region is a lot of such farms; taking
advantage of natural beauty many agrotouristic farms are built. European Centre of
Ecological Agriculture and Tourism in Poland (ECEAT-Polska) there is association,
which has initiated idea of tourism in ecological farms. Main purpose and first of all is
task of promotion of ecological agriculture through tourism in ecological farms, as
well as education in range of pro-ecological operation in country environment, among
children and young people mainly. ECEAT-Polska has been set up in 1993 year and
incorporate in January 1994. Among countries also cooperating within the ECEAT
they be placed also: Hungary, Germany, Czech Republic, Slovakia, Latvia, Belgium,
Bulgaria, Finland, Sweden, France, Greece, Portugal, Romania, Spain, Slovenia.

Construction Sector

Similar situation man can find in construction. Private investors decide on acceptance
of illegal employee, in order to decrease expenses. Offices of work in this moment
from the point of view of big joblessness on employing foreigner they lend agreement
seldom, but as businessmen underline “not numerous Poles want to work so heavy
for such money”. Businessman from central Poland employs 30 persons illegally,
from Ukraine mainly – „From semi year I publish announcements in newspaper, that I
search people for work – he tells. - It came about 10 persons, but one become. What
make I? I neck, and I make wooden things, and I build houses. Common job. I pay
more than others. Is 600 dollars not enough? Poles do not want to work simply.”

Entrance the Poland for European Union is tied in biggest measure with development
of private concern; boost of international cooperation and incrimination of export.
First of all, benefits for firms from entrance for European Union are subsequent:

- Liquidation of custom border.
- Appearance structural funds for businessmen.
• Harmonization of certificate (among them CE) will decrease sign cost of enterprises, which sell commodity on market national equal, as well as in states of unions.

• End of dumping duty (before entrance for European commission imposed).

• Boost of oversight of market, among others, protection before mass inflow of low commodity of quality (and in such price) from East.

• Improvement of direct investment, especially in area of advanced technology.

• Greatest access to external source of sponsorship.

• Limited rate risk in moment of entrance Poland for preparatory mechanism for euro.

• Fetch put to fitting for union norms have boosted competitiveness of produced commodity and services not only on European markets.

Since a short time Poles employ foreigners eager more. Small and medium enterprises with polish capital are satisfied of their work. First of all, it is tied with entrance on European markets, where specialists possessing foreign languages and knowing mentality of foreign partners are wanted.

**IT Sector**

• *Ukrainian employee*

Owner of one of Lodz firm in internet occupying of propagation of economic information in internet tells that employment of foreigner was accidentally. „I have received e-mail application from Ukraine woman and simultaneously was born idea of creation of internet page for Russians. But who knows better mentality, manner of transfer of information and advertising of product of our eastern neighbour as living in countries of former Soviet Union. Employment of this person was answer on new need, which is acknowledgement of eastern market. Employee woman has acclimatized without no problem in our community. Saying truth all workers have
treated her as Pole with very good acquaintance of Russian language. Alike employee Ukrainian tells history. “Family atmosphere reigns in this firm; organization is failing a bit; majority case is handled on last moment, but it is in Poland positive part of work more. Ability of search of solution is great plus for me – here no one say: it is impossible. I would call it peculiar fastness. For Poland I arrived to study polish philology, or language of my grand grandfather. In my opinion it was country giving better prospect for life”. Ukraine citizen woman describes, that administrative-legally procedures were biggest difficulty for her. Though on base of agreement between our countries she has received hostel, capability of free science and scholarship, settlement of cases in offices was very complicated. „I did not understand polish language ideally and I failed to apprehend legal letters, but I have not met anyone, who fluently would say for Russian and explain me what have I make”. In Poles it disturbs her lack of self-criticism and propensity for complain. In her opinion dignified is polish hospitality, bearing of equipment wish and ability of fun.

**Trade Sector**

- **Italian employee**

Enterprise dealing with import of fruit has employed Italian, who has finished chemical studies in Valencia - known from cultivation of citron-fruits. Certainly acquaintance of language German, English, Spanish and Italian was additional trump. „I was perceived as very good specialist, so lack of ability to praising in polish was not huge problem, however, in order to gain advance payment and cooperate with employee better must begin fast learn Polish”. He concedes, that had many bureaucratic problems. – „In Poland you can go to the office, where are you informing, that you need four documents for arrangement of given case. When you return with them, as it happens, that they are required other two else” – he explain. „It irritates me too administration slowly ness and fancy requirements, as photo with discovered left ear.” As he underlines, many values has polish beautiful cities, curious antiques and very kind people, but women particularly.

**Private Education**

- **Venezuelan school headmaster**
Venezuelan has been leading Warsaw language school for several years. He calls nightmare any formalities, are necessary to handle that employ foreigner: „At my firm are working an Asian, Africans and newcomers from South America. Majority of them for this country has driven love. Beauty of polish women is known world-wide yet! - he adds. Employment of foreigner is very long procedure. - At first I must explain officers, why I do not want to return this regular post to Pole. Then, it is necessary to take a stand about agreement on employment, at last interested one folds conclusion in polish embassy in his country about conceding of visa with right for work. Everything it lasts almost a half of the year - he explain. Problems appear after arrival for our state already. I can employ foreigner, who has constant residence, but Poles rent apartments foreigners very reluctantly. They don’t want to report them. And ring is closed so – he adds”. He is satisfied from lead activity, because Poles use with his services wilfully. „My trump are occupancies led by persons, who have been fostered in other environment. But languages are taught by them are their native”.

- Nigerian missionary

Other example is history of missionary from Nigeria, who has arrived for Poland behind suggestion of familiar person. As he note: „I have arrived for this country as science officer and pastor. Now I have family here and I feel in here very well. This is my place”. Before departure from native country he has received proposal of work on Stettin University. All formalities were settled by future employer. Poland has seemed to be country, which has opened new capabilities. „I was working by four years on Stettin Institute of Technology and additional in institute of English philology and I was actor of modern theatre in Stettin. Later I have dealt with personal activity, I have set up language school and I teach on Lodz University hospitable”. Pastor is also rector of Pilgrim University (Christian Academy of Leadership – ChAP), member of association of teachers of English (IATEFL) and Polish Associations of Managements Staff and European Ethics Network in Brussels. Except scientific and publicist activity he is social worker also. He acts in council of a housing estate and organizes language scholarships. It employs Poles in firm as well as foreigners; he would change certain right and procedures wilfully: „It scants advantageous conditions in Poland for development of enterprise. It is proper to decrease even if
linear tax. Old manner of management suffers firms else, where does not have advanced personal politics well, neither for employee incentive system, but it is changed on better”. He is spoken out about Poles positively. He values hospitality, polish kitchen and climate even. „Poles are more spontaneous than people on west. They are able to feel for, because have suffered a lot”. Sole differences, he notices are religious intolerance and propensity for being jealous. "For Pole everyone who is not Catholic, is from sect. They better feel for those, who floods worst. I will quote for example history told me before arrival for this country.

When two neighbours are in America and one has two cows, but second has 15, this first prays in order to have as many as the neighbour has. In Poland, when the same situation is; Pole prays in order to neighbour’s 13 cows will die.” Owner of school gives indicators for recently incoming for our country:

- Be opened – when Pole sees, that you are distrustful, he begin to suspect you.
- Among familiar integrate – not close in cage of persons you have arrived with or who date from the same state.
- Try to identify with country - to learn language, culture and customs.

• Master of German philology has arrived from Germany for „sarmatian country”. „Apartment has bored me in my country, I like journeys but Germany is near to Poland. I have made on cussedness a bit. My compatriots as you leave abroad write down you on losses. I felt freely, because I could make what I want”. Without any problems he has found work as a teacher of German language in Warsaw secondary school of name of Queen of Jadwiga and he dealt with German language for school textbooks recording for cassettes. However, showman work was challenge for him, so he start intensively taking a part in different castings. “I has managed to obtain for TV program „ and I have kept role in popular serial. ” He has also broadcasting program and leads cabaret, where he is joking of polish and German faults. Asked as he feel in Poland, without reflection answer; „it looks like I become more and more Pole for ten years over in Poland. Other words: I “degermanize” myself. I accept polish features more and more. When I’m enforced for something, I “combine” how to
escape. I am more and more hospitable also. Entering in apartment visitors I suggest slippers right now, then tea. If German visitor is surprised such prodigality and he wants to pay me for tea, I answer it great gesture and famous expression, which I have instructed in Poland also: "Don't play the fool!". Giving for new arrived ones advises he underlines, that „Poles are rebels, they want always to go under current, they are responsive on point of national bards and religion”.

Small Business

• Armenian entrepreneur

Armenian woman, who arrived in mid-year ninetieth with the whole family has founded personal firm also. As she alludes it was very hard to start; „In all legal and administrative cases I used with equipment of lawyers, I would not know how to solve they. It is not to much officers favourable for foreigners”. Material situation and hard life conditions has inclined her for arrival. „Here there is not easy also, but I can work honestly and earn on my family”. She compliments eagerness in young Poles and ambitions and taking advantage of chance, which they receive. She employs young people in firm and showing them reliance.

• Angolan student and entrepreneur

Angolan, who is studying well for future in his country direction – administration – is co-owner of one shop in the city of Lodz. He deals with sale of tissue. He did not have any influence on choice of country of study: „Embassy has appointed this place on farthest education for me; I could accept this offer or stay in my country”. All cases related with stay were led by representative of embassy of Angola, but he must care about his maintenance himself. Fathers send him additional money, however, it underlines, that since „one zloty go upwards” his material situation is hardest. Starts in Poland were not easy: „When I have arrived here, I not be able to say word in Polish, my ambassador instruct me how to say Lodz, but the rest I has been instructed in school of polish for foreigners. Polish is very complicated language, I had awful trouble, but Poles, who ask for grammar language assistance also don’t know”. He employs polish vendors in store; he evaluates, that they are very labour and he is satisfied from they. It pleases him that particularly polish women are helpful.
and very kind. It irritates him far too small estimate for oldest persons and „illness of love, which mean continuous display affection, even in public places”.

- **Mexican student and employee**

Mexican woman arrived here to study psychology and relaxation techniques. However, she has found employment in travel agency, which specialize in organizing excursion for Mexico. „My main trump is my acquaintance of Spanish. I am set travel mark from cradle - As three-week’s infant over five thousands kilometres after United States hold raise the cost of”. She concedes, that she has accustomed for life in Poland despite several differences: "Poles continuously complain, they are discontent still, everything they challenge. I do not understand sometimes, what they want indeed. If I had not know them little a bit, I would think, that they though everything they say".

**Gastronomy**

Gastronomic sector (trade) is glad among foreigners big popularity. In order to citizens of different countries for Poland set up (bet; found) personal restaurant arrive, predominate Asians, Arabs, Greeks, Turks.

Oriental dishes have been inscribed to menu already „ polish ordinariness ” and they be glad big popularity; And so is opened mass of small, family joints and gastronomic networks well prospering. They are led in majority by foreigners, who create peculiar climate and character of placement.

- **Greek owner of the restaurant**

Restorer from Greece dating. He did not judge, that he will take up residence in Poland ever. Though his wife is Pole, they lived in Germany initially, where they led restaurant commonly. However, from the point of view of nostalgia of wife behind homeland, they decide to carry for Warsaw. They lead Greek restaurant, but opening second is in plans. He is satisfied from life, here has family, friends and favourite work, but it scants him family part and Greek climate.

„House and garden it scrap of my homeland. In the evening, when I return from work, it prepares Greek supper – Bread, olives, cheese feta, tomatoes, bulb **dymka**
and... polish kabanoses. I observe Greek television journal. Fire burns on fireplace. Then, I felt as if I was in Greece. I hanker for it still. For sun, tavern, and „Greek” holiday too”. He does not complain of polish right, because spouse deal with legal cases. Sons walk for polish school, but they learn German language also and Greek. Restorer underlines, that he wants to return after professional work to country. „Most hard for abolishing in Poland is climate and lack of siesta. Most bewitching is polish hospitality, openness, dividing notorious slice of bread”.

- **Vietnamese owner of the restaurant**

Owner of big restaurant in city centre dates from Vietnam. He has decided on arrival for Poland from the point of view of hard economical status of family in country. „First has arrived my husband and it has been employed as cook, then he has fetched the rest of family. At first I have arrived on tourist’s visa here, but I have received visa only later, I could work due to which”. She has thought long about foundation of personal restaurant commonly with family. First of all, there was barrier hard of formal cases and unacquaintance with of language. However, firm emerge, in big measure due to assistance of other Vietnamese family, living in Poland any longer. They have found it placement, have loaned money and they have indicated „palled up” Pole, who has helped to proceed by legal way. „Vietnamese work in my firm mainly, as attendance of restaurant, cooks, waiters, however, cases book and with employing related Poles deal with. I fail to apprehend for today polish procedures and I talk scarcely well and I read in polish. My women workers translate for me each document, which I have to sign”. She underlines that after president Aleksander Kwaśniewski’s arrival to Vietnam, it is much easier to arrive and to take a legal work in Poland. The biggest problem beside administrative cases is cultural dissimilarity: „Poles are excessively open and direct, because of their behaviour I blushes often. But everything it is possible to survive, because here work is good”.

**Artists**

So called “free archers” are arriving for Poland from foreign countries; they are more interested practice of individual task and they don’t want to be dependent on employers, neither tie by long-term agreements. Usually they are persons, who are involved in artistic-sector. It has reigned fashion on showing foreigners in television
serials and programs devoted approximation of tradition, customs, cultures and daily life of old continent nations.

- **Russian artist**

“I have arrived here overcoming 6 thousand kilometres” – begin telling artist from Russia. He began from studying polish philology on Warsaw University, because here it has received scholarship from polish government: „I wanted so hard to study, but I date from poor family and I could not count on their assistance.” Several years ago he has affixed to polish group, and he sings for today with them. Several castings were after way for television serials else. Presently he is popular in Poland and he does not intend return to country. „I am citizen of world, in half Pole, in half Russian. I think that everywhere I will be felt well, though I am in Poland 9 years already”.

**Health**

In last years we survive renaissance of unconventional forms of interaction on human health. Unconventionality of this methods and means of treatment is seen among others in the manner of their presentation and sale. These products are seldom available in ordinary stores. They are sold most often on called “trades of natural medicine”. Here it is possible to be subjected curing procedure, research the state of body and mind. In ward everything, it concerns physical and mental condition of given person. Big interest is surrounded by a healers and physicians of natural medicine also. In this profession except native medical students most of foreigners are from Asia and countries of former Soviet Union.

- **Ukrainian unconventional medical doctor**

Ukrainian woman dating from Charkov deal with medical practice in range of bioenergotherapy and manual therapy. She has finished State Institute of Unconventional Medicine and Manual Therapy in Kiev. From near decade she leads own cabinet in Poland. „Here I felt as at my place, though I am close related with my homeland also and still supplemented my education on Ukraine”.

- **Syrian medical doctor**
Medical practice leads here also Syrian, who is in Poland from twenty years already. „Here I have arrived for studies behind suggestion of aunt. I have chosen Medical Academy in Lublin.” From ten tears arrive for his cabinet people from whole Poland, but even sometimes from foreign countries: „I have concrete medical knowledge and I use with my ancestor’s experiences. Curing patient, it is not possible to separate body from soul. There is huge domain of knowledge in old Arabian medicine. If energy in soul is blocked, body suffer also. My task is unblocking of certain point in organism and refinement useless toxins from it. So the fairest manner there is diet. I advice hunger strikes on week-days twice and herbs” - he abstracts methods of treatment. By so many years he has produce opinion about patients. ”Poles do not take care of health. They enter for physician too late. Certain points are on human map, which can become blocked. I delete these blockades. If I don’t have medical education, I would never undertake treatment of people. In Poland have been increased many impostors, who beguile patients hope of convalescing and they extract money from them. If I am not able to help, I’m sending my patient for conventional physician”. Syrian physician already mixed with polish reality and he felt related with this country. Never has it overwritten foreign medicines, because he consider, that introduction of herb of other origin would be infringement of balance and nature law. „Man should be cured by these herbs, which grow in their enclosing. But besides, polish herbs are cheap and easy available.”

- **Ukrainian medical doctor – specialist in homeopathy**

Homeopath dates from Crimea, where he has finished medical academy. Since eight years he accepts patients from Poland. Special software uses in treatment, which allows to define condition of all internal organs. „My program is based on method of German researcher dr. Volla, and it allows to evaluate condition of all organ of person on the base of it’s system of acupuncture”. Decision of arrival for Poland was fast. „For person, who knows Russian language it take year of time to learn polish; it has come to me without greatest difficulty also. Does not have middle class in Russia, they are very rich and in poverty living, I had not clients to cure. In Poland there is great interest in energetic and homeopathic cures. Here I felt as in house almost.”
**Sport**

Athletes arrive to Poland as well. Their talents and involvement in game are always appreciated. There are many athletes, who have become Poles by choice.

- **Argentinean soccer player**

Argentinean, who plays in Vistula Cracov, strives to get polish citizenship - he would like to play in representation of Poland. He does not give interviews, because as he says “his son speaks better”. Nigerian who plays in representation of Poland obtained polish citizenship in short period of time, in order to be able to represent our country. To some extent thanks to him Poland got a promotion to World Cup in soccer. Another example is a Ukrainian volley-ball player, owing to whom Poland become the Champion of Europe. As she admits, she decided to apply for polish citizenship only because she was allowed to keep the Ukrainian one. Chinese tennis player has never regretted his decision of applying for polish citizenship. He is aware that he would not be able to play in China national team – there are a lot of better players than him. “Playing for Poland gave me a chance to play with the best tennis players in the world. I had an opportunity to travel a lot. Here I made friends, but what is the most important, I met my wife and felt in love” – he sums up.

**Multinational companies**

International concerns make a great chance for people searching for a job. Companies from all over the world have its branches in Poland. Some of the polish firms have changed as well – foreign investors become managers and administrative directors. Opening the borders made it easy for companies to entrance on new markets, especially the European Union ones. Generally, international corporations charge experienced specialists with assistance at creation and opening of new branches.

- **Bulgarian employee**

Bulgarian woman with polish origins recalls her beginnings at tobacco concern: „My adventure has started in Bulgaria, in 1994. That is when the company started its activity on the market. At the very beginning I was responsible for creation of Human Resources department. Within next twelve months I managed to create effectively
working department, organize internal trainings related to model behaviour at the workplace, as well as many vocational trainings. Thereby we earned reputation of the best employer in Bulgaria”. By reason of having polish origins and speaking polish language fluently, the lady was delegated to company’s branch in Augustów in order to work on employee’s effectiveness. She is satisfied because she feels that it is her return to homeland.

- **Nigerian employee**

„Working in Poland is a great challenge for me” that is how Nigerian employee, who works for international company, begins his story. „This country is one of the most culturally different in comparison with other I had a chance to live and work in – like Tanzania, Rwanda, and South Africa”. At the company Nigerian administers a group of people responsible for accustoming IT process for supply chain and production systems. He is satisfied, because it gives him a chance to confront different opinions and points of view with other employees; „It is very important, because we make the most of our hide potential and we contribute to our enterprise development”. He thinks that Poles are ingenious and direct people, however they are not willing to communicate in foreign languages.

- **Dutch employee**

Corporations search for specialized employees in many ways – they are willing to hire people who speak foreign languages even if they are not professionally experienced. The company that concentrate on production of various electronics and household equipment has recently hired Dutchwoman. Doubtless, it was not a standard procedure of job search. As she admits, it was the company that found her, not vice versa. „Several years ago I met a student from Poland who that time, had been working in Holland seasonally. I plan to spend the rest of my life with him. It was him who applied first for a job at the company I currently work at. At the interview he was invited for he mentioned my name – he explained that meeting me was the main reason he had started to learn Dutch language. After two months they called him back, but it was me who was offered a job!” This Dutchwoman does not see many differences in company’s management between her home country and Poland. „The corporation has it main headquarters in Holland and surely certain procedures
are the same everywhere. There is a great freedom of action but bigger responsibility. I do not understand why Poles put everything aside on last moment - they work well and probably more effective than people in Holland. I like polish hospitality and Pole’s willingness to help others. I observed that polish employees are eager to leave their own tasks in order to help somebody else. Thing that makes me angry the most is when someone hears me learning polish language and asks at the same time to repeat phrase „Chrząszcz brzmi w trzcinie”. This is awful, especially, that you are not good at foreign languages as well. Family atmosphere, genuine patriotism and ability to support athletes – these are the things I value the most”. She does not complain about polish offices, because she has never had to accomplish the formalities herself. It was always her employer or office that provides services for foreigners that had taken care of those issues. It is mainly because she does not speak polish – she communicates with her boss only in English.

- **Slovak employee**

Woman from Slovakia has started her career at international concern as an economy student. „It was the last year at the university, when I was offered a halftime job. After studies I had worked there for another 2 years, before I was asked to work in Poland”. She does not see the differences between the job she does here and the one she did in Slovakia. „Working at multinational environment makes it hard to define individual differences - everyone contributes something. I do not know if that is the result of other nationality”. She agrees, she did not have any problems with acclimatization. Even her name sounds polish. Formalities were not complicated; however they were long-lasting.

- **Ukrainian employee**

Ukraine chief of Development Business department has started professional career in his home country as well. „The first time I met company managers was in 1999. I had already obtained master degree. I participated at company’s presentation that took place at the University. I was not aware that I had been using so many products of this company unintentionally. I did not realize how many marks were created for this one firm. It has surprised me and fascinated as well”. He appreciates an opportunity to get promotion as well as the individual career development. He
agrees that working for the company gave him a chance to visit many different places – mainly because the company has its local branches in various countries i.e. in Portugal, Czech Republic, Slovakia, Ukraine, and presently in Poland. He also appreciates the ability to work in multicultural environment: „We often work upon different markets in the company, either physically, or by participation in international project groups. Cultural cross and experience that is present in such situations is invaluable. It stimulates professionalism and personal development. It is also a lesson of tolerance and apprehension for other’s views”. In Poland he likes the elegance of polish women and kindness. He regrets that emotional openness of polish people is gradually dying off. He does not suffer racial and religious discrimination that divides praiseworthy West with worse East”.

The creation of a single place, where intercultural practice functions, is practically impossible. This sector is characterized by extreme diversity - since Poland become the European Union member, the assistance of foreign language employees is essential. They contribute to different management’s systems, different organizational culture. Above all they show various ways of thinking and introduce new ideas. Discrimination and does not exist in extremely large companies – what is the most important is the experience, skills and direction on activity reckon. Realizing international projects important is to have the task completed by any available means. Managers of such companies wilfully invest in cities, where scientific centres are located and where well-educated employees live. Many firms are situated in Special Economic Zones – it is a guaranty of tax allowance. Special Economic Zone (SEZ) is a geographical region that has economic laws different from a country’s typical economy law. Usually the goal is an increase in foreign investment.

Illegal Employment

Warsaw Stadium of Decade is called European Market is a big concentration illegally earning foreigners. There is biggest bazaar in Europe. Individual sectors are attributed proper ethnic groups: Vietnamese rule northern sector and Lithuanians, eastern rule Chechens and Georgians, southern (from part of Poniatowski Bridge) – Russians and Ukrainians. Armenians have predominated crown of stadium. Respondent interest groups act to and from sectors for commerce individual articles: Plates (discs), dry goods, footwear, electronic equipment, alcohol, cigarettes.
Representatives of different nations act in individual sectors. Stadium itself is only seen agency of international underground. Management obeys several iron rules, due to that field of its operation is perceived as great wholesale firm, but huge bazaar at most. On stadium officially not slowly it obeys - management it rigorously distribute drugs - neither own weapon. This place is, where language diversity is heard, but it does not belong to include to good intercultural practice from the point of view of character of this place.

Usually Vietnamese arrive for our country behind suggestion familiar, who live here from a long time. They help mutually and build separate community; they are distrustful relatively to other nationality. It does not know many of they polish language, even they, which stay here from many years. Poles who are working with them, they know, that Vietnamese are distrustful and it is necessary a lot of time, in order to gain them reliance; however they believe, that Vietnamese are good employers. Association of Solidarity and Friendship, it belongs to which 800 Vietnamese families almost, it has emerged near the end of 90. years. Members help to wade through compatriot’s thicket of regulation and long corridors of offices, letters translate, they issue newspaper, concerts organize.

Why they arrive exactly for our country? It is polish liberal law. Foreigner relatively simply can set up firm, but market is absorptive. Vietnamese fast have found niche in it: cheap feed and commerce clothing.

- Vietnamese salesman

Vietnamese trading in linen on streets of capitals trading in linen, stands up about fifth, sometimes fourth early, and before 20.00 sleep put. Although does not have leisure oversized, it reads all Vietnamese available newspapers in Poland. “Que Viet” - weekly magazine issued in Warsaw - it is most hardly to obtain. It informs letter of legal status of foreigner and it allows following whirls on our political stage. It publishes also tales and poems equal of Vietnamese living in Poland, as well as Poswiatowska or Szymborska. „Poles are not applied for job, they do not comprehend, they do not want to apprehend our war-arts of battles about surviving” – he says. „Vietnamese execute these actions often, which Poles would not like to take. Too many cases put aside on later far, affirming, that everything make it in time
Illegal employment is an enormous problem – especially employment of people from former Soviet Union. Polish farmers who employ foreigners make lots of profits: they believe that foreigners are good, but cheap work force – they strive to keep the position. “I employ Byelorussians, because they are eager to work hard and they cost less - owner of farm explain. – Pole would like to be employed on a permanent basis form the very beginning, but this is additional cost - insurance and taxes. I will not experiment”. Among all illegal employees who come to Poland there are some well-educated who take up a job that neither does nor required any qualifications, i.e. seasonal work. Technician of agriculture from Byelorussia who works twelve hours a day as a seasonal worker provides for the whole family - wife, two children, father, mother and grandfather. He works at a farm in village near Szczecin. „The farm is located away from main roads, strangers have nothing to do here, I fell safe here. No one has ever come here for inspection, other farmers willingly hire us”. For farmers more profitable is to hire foreigners illegally. - „Ukrainian will not argue about the money, it is possible to fire him from day to day without paying him any penny”. Unfortunately, polish law is not strict enough at this matter as well, punishments are rather improper - the owner of the garden company who employed 30 people illegally paid 1000 PLN fee. Fiscal charge of employer is rather high in Poland. Polish labour law is hard and costly for traders – the legislations provide that it is impossible to employ for seasonal work that last longer than 11 hours a day, with agreement of National Labour Inspectorate – 12 hours a day. For farmers, who need to have specific production completed by the specific time - time it is important. Illegal employment does not cost them much – they do not have to worry about all procedures.

2.2 Cultural Diversity in the Public Sector

2.2.1 General Overview
Polish trading during the communism times could be divided into three periods: the time of standard communistic strategy of economic growth and catching up with the year of 1970, then in 1970-1979 the experiment of stimulation of economic growth through import and finally the last period of time - 1979-1989 - whereas Poles alternately experienced crises, then attempts of reforms and next crises followed after it. The first period was mainly the time of rebuilding war damages. Economic development was based on import of investment and technology from USSR. Industry has become the most favoured sector. Every year the employment in this sector had increased about 2%. The migration of rural population for cities was observed. Industrialization was based on soviet pattern - it caused this pattern leadership in technological documentation supply as well as in specialist development. USSR was considered as an originator (creator) of some sectors, for example shipbuilding industry. Import and export structure indicates, that Poland had maximally cooperated with communist countries – Poland had exported about 63,9% in 1970 an import about 68,6% foreign goods. Meantime, business exchange with West had always been a half lower.

Economic development of Poland in times of centrally planed economies was based on extension of state ownership sector. This way, the activity of enterprise was based on three categories of ownership: private, co-operative and state. State sector concentrated enterprises administered by state. Co-operative sector mainly consisted of enterprises administered by members of cooperatives; however, majority of fixed assets (as e.g. buildings) belonged to state. In the eighties the cooperatives employed about 15-20% of workforce, mostly in industry and commerce (Table 2.2).

**Table 2.2 Polish economical status in years 1950-1989 before transformation of the system (source: M. Schafer "Tha National Economies in Europe")**

<table>
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<th>Detailing</th>
<th>1950</th>
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<th>1989</th>
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<td>Employment in %</td>
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<td>Private sector with agriculture</td>
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<tr>
<td>State sector</td>
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<td>69,9</td>
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<td>Business exchange in (to) %</td>
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<td>Export for communist countries</td>
<td>56,5</td>
<td>63,9</td>
<td>40,6</td>
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<tr>
<td>Export for western countries</td>
<td>43,1</td>
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<tr>
<td>Import from communist countries</td>
<td>61,1</td>
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<tr>
<td>Import from western countries</td>
<td>38,9</td>
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<td>59,1</td>
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There are not typical work places for foreigners in public sector. We can rather indicate single cases of foreigner’s employment, and this is very rare. Public administration presents rather strict criteria of employment and foreigners have little chances to be employed. However, boarders’ openings and the fact that Poland is the European Union member since may 2004 made a chance for foreigners to search for job in units responsible for common activities related to European country’s development, like EURES project for example. Also in non-government organizations global actions are taken. Care and control of refugees and repatriates require not only good language preparation but also a need to look for people who have such experience. Foreigners play important role in any association that promote friendship between different nations. They popularize their culture and traditions, presents stories related o the history of their homeland. They also are the contact people with their country, mainly at the business level. These relations have mutual nature. Members of these associations promote Poland in wide-world area as well.

Possessive transformations in Poland made a crucial factor in process of economy reformation - from orderly-distributive economy to market economy. Following elements are major for the transformations: privatization, denationalization and commercialization of state enterprise.

Presently, public sector is composed of:

1) State ownership (treasury, state corporate bodies) – e.g. treasury partnerships, state enterprises.
2) Municipal ownership - e.g. community ownerships.

3) Mixed ownership – e.g. companies with predominance of public sector asset.

System of market economy reserves no place for privilege for state ownership in production field. Contrary, in this system the country is not appointed for earning activity conduction; - it is mainly private ownership domain. However, state may take part in process of production as well. To certain extent state may be the owner of means of production.

Furthermore, state as the owner, posses goods about other purposes. Firstly, state must be the owner of things necessary for its structural functions execution such as country defence, safety of citizens as well as administration, educational system etc. Secondly, state as the owner of property, supports citizens at economic and uneconomic activities as well as at their organizations. It mainly refers to properties that state passes to other trans actors, i.e. for the reason of residential construction. The range of state ownership should be limited by above mentioned purposes. Unfortunately, Poland is continuously charged with great stocks of means of production, that from formal point of view belongs to state enterprises or single treasury’s companies. This is a result of so-called commercialization of this former one. However, in some cases, state ownership has its own character, that substantiates particular regulations. This is necessary in some cases. Firstly, state ownership must be, as public ownership, carried out according to stocks of proper economy. There is no place for freedom. Moreover, the country is the owner about particular character – it concentrates both attributes of authorities (empire), as well as ownership entitlement (dominium), that may lead to deformation of ownership’s practise field. At the same time the factor of authority predominates privately-legal element. Thirdly, state ownership must be submitted to special management, proper for the company. For the reason of major stocks of state ownership and its diversity, the management of state property is not unitary. Recently it had been carried out by state corporate bodies, mainly by state companies as well as by state organizational units that do not have legal status. These two modes have maintained their relevance. However, the changes that had taken place resulted in creation of three other forms of state property:
• by Agricultural Property Agency of the State Treasury;
• by companies set up by the state;
• by so-called national investment funds.

Following institutions are considered state ones:

• Budgetary units and institutions
• State and communal intentional funds
• State and municipal institutions of culture
• Public medical centres and plant of healthy protection and ill cash offices
• Public colleges, state technical colleges and military academy
• Social Insurance Institution (ZUS)
• Agricultural Social Insurance Fund
• Entities that have legal status and function on the basis of separates acts that were created to carry out public task – with the exception of companies, state banks and training partnerships
• Government agencies
• Intentional fund that have not been proved in public sector’s balance sheet
• Other colleges and higher schools
• Institution of culture
• Other state organizational units (except for companies and concerns) that have not been not mentioned above i.e. National School of Public Administration, State Forest Farm State Forest.
In Poland the importance of the mentioned sector diminishes. Majority of the treasury companies have been changed into private ownerships. Also medical service and education units are divided into public and privates - there is no typical state company.

There are not many foreigners who work at such companies – these institutions work on basis of previous politically-economic system. It is noticeable that this sector is usually characterized by bureaucracy and methods of management that are not old and ineffective. Mostly foreigners are the ones who complain about this sector – they believe that procedures are too complicated and people are not cooperative at all.

However, we can not concentrate only on negative factors of this field. International contacts have been initiated - i.e. between institutions of labour markets. Eures system works at Provincial Labour Offices. Set up in 1993 EURES (European Employment Services – http://www.europa.eu.int/eures) is a co-operation network between the European Commission and the Public Employment Services of the EEA Member States (The EU countries plus Norway, Iceland and Liechtenstein) and other partner organizations. Switzerland also takes part in EURES co-operation. The joint resources of the EURES member and partner organizations provide a solid basis for the EURES network to offer high quality services for both workers and employers. Other regional and national institutions that face up employment problem are considered as part of EURES as well i.e. labour unions, employer’s organizations as well as local and regional authorities. The purpose of EURES is to provide information, advice and recruitment/placement (job-matching) services for the benefit of workers and employers as well as any citizen wishing to benefit from the principle of the free movement of persons.

Considering European strategy related to employment area, mobility of employer is not only a basic law, but also an instrument that allows adapting the labor market for current requirements. EURES plays grate role in identification of actual size of workforces in different sectors. It also supports to overcome the qualification problems as well as to boost possibilities of employment - particularly for young people gained through professional experience abroad. EURES also participates in creation of the common European labour market as well as integrated regional labour market (with reference to some boundary regions).
The Public Employment Services (PESs) of the European Union/European Economic Area provide services through a network of more than 5,000 local employment offices with more than 100,000 staff offering services to job-seekers and employers.

While Public Employment Sectors are structured differently in each country, all share the same basic task of contributing towards matching supply and demand on the labor market through the provision of information, placement and active support services.

Tasks:

- Public Employment Services offer easy access to the labour market at local, national and European level to all job-seekers, employers and companies specializing in staff recruitment. To this end, they provide comprehensive and detailed information on available jobs and job-seekers, and on related matters of interest.

- They also offer a wide range of active services to assist in job searches and staff recruitment.

- Where sufficient vacancies are not available for every unemployed job-seeker to find employment immediately, and/or where job-seekers' skills do not fit in with market demand, or where other problems make finding a job difficult, PESs offer access to more comprehensive services to meet individual needs.

- Enterprises are offered a range of quality services mediating between their needs and labour market conditions.

Important factor of Polish Government and public agencies activity is popularization of social dialog – it is defined as any relations between labour unions and employers organizations, as well as their bilateral and trilateral relations with public and municipal administration. Social dialog is the way to present partner’s individual interests. It might also be considered as exchange of information and partner’s position presentations that precede the negotiations.
Fundamental purpose of social dialog is to form commonly known employment rules and other social issues. It should be achieved through social partners’ agreement. Other aspect of social dialog is to form good relationships between partners so as to establish harmonious economic and social development. This dialog concerns cases, which according to principles of coalition’s freedom, especially collective bargaining and contracted liberty, can be adjusted by social partners themselves. Parts involved in social dialog discuss about vocational relations, conditions of work, wages and social services, as well as about other problems of economic policy, that are objects of interest and competence of every partner. Dialog can also concern partner’s interrelationships and their mutual obligations.

Partners of social dialog do not replace government neither state parliament in the process of taking a decision. However, through the social dialog it is easier to develop practical solutions that would be socially accepted.

Effective dialog must be engrossed. European Community’s social dialog derives from European law – the crucial stage of its formation was the reunion of European social partners organized in 1985 in Val Duchesse. Single European Act has introduced in 1986 the conception of “dialog among social partners” for EEC Treaty. In 1989 social dialog was placed among fundamental rights proclaimed by Community Charter of Fundamental Social Rights for Workers. Social dialog is an element of collective legal output. Also polish legal system should be adapted to the latter one.

In order to decrease differences and align chances between countries that have recently become member of European Union and its “old members”, EU assigned some irreclaimable grants for this purpose. Structural funds have in view the realization of European Union structural politics that should result in alignment of differences between regions. Following funds are considered structural ones: European Regional Development Funs, European Social Fund, European Agriculture Guidance and Guarantee Funds and Financial Instrument for Fisheries Guidance. Financial means that come from structural funds are dispensed within three purposes (there was seven until 2000) among four funds, administered by proper General Directions of European Commissions.
Considering, who is responsible for grants preparation and expenditure four funds are divided into two groups:

- National Programs – elaborated and prepared by member country, realized independently
- Union Initiatives and innovative operations - programs regarding key question for UE as integrity, elaborated by proper European Commission’s departments – realized by the Commission

Moreover, structural funds are divided into regional and horizontal. Regional – only applicants form the specific regions of UE that fulfil UE conditions may apply. Horizontal – applicants form any part of UE may apply.

### 2.2.2 Individual Examples

Considering variegated character of this sector it is difficult to mark off intercultural place of employment. It was hard to localize foreign workers employed at offices or state units. Those from foreign countries who acquired polish citizenship usually do not “boast about his-her origin”. Those who we had a chance to contact with did not want talk about that. Situation looked better in hospitals, state colleges and culturally-scientific centres – here people talk about their origin eager. Similarly to other sectors also at these cases the main reasons for moving to Poland was the chance for scholarships and family background history. However, this sector demonstrates rather hermetic group and it is hard to present distinct image of intercultural employment. Foremost place and example that should be copied is State University, where we have an opportunity to meet universally recognised authorities invited by school’s administration – that favours scientific exchange and different opinions.

### Non-governmental Organizations

Foreigners may be met in numerous non-government organizations and associations as well. Usually such persons are extremely valuable, if international relations and projects they take part in are taken into consideration. Knowledge of manners and cultural differences are as valuable as fluency at foreign languages. Popularization of friendly relationships is important factor on not only at culturally – social level, but also at business one as well.
Belarusian psychologist

Psychologist from Byelorussia works at one of the biggest and oldest organization in Poland. She leads environmental club for children from pathological families. Moreover, she takes part in actions in favour of adaptation and integration of repatriates and members of their families. She helps to form positive attitude for this group among Poles. “I arrived to Poland by dint of the Polish Government’s scholarship. Several reasons made me choose this country to come to - polish origin, possibility to study psychology and the fact that my husband is Pole”. I had no problems with issues related to education. The most complicated issues were those related to obtainment the Permanent Residence Card „Assistance of polish government was significant and perceptible when I was student – I gained a scholarship of Polish Republic for foreigners with polish origins, I also received the incentive scholarship and I had the logging at student’s house secured. Unfortunately, later I was not helped anymore. I was not accepted for Ph. D. – the explanation referred to complicated procedures and lack of agreement with Belarus. Another problem I faced up was exchange of Permanent Residence Card printing – I was not informed about such necessity and expenses”. Graduates of psychology are able to find an employment relatively fast. She did not have any problems as well. She was offered a job through the advertisement inserted in a newspaper. How does she perceive our country? „Poles are relatively secretive to strangers, reluctantly strike up in public places and usually unfriendly to people from Easter Europe.”

Japanese in Polish-Japanese Association

Native Japanese is the president of one of departments of Polish-Japanese Association - it associates people interested in culture of Japan and development of relations between those two countries. Mostly, it enables people to experience real communication among representatives of both distant cultures – not only in geographic meaning. „The department established in 1982 - when private correspondence between those countries was very limited. But even then the interest Japanese culture existed in our society. Especially in early 70-ies when first sport BUDO clubs were created in Poland. However, it proved to be impossible to study any Japanese martial art without knowing history of the country and basics of the Japan language. That was also a reason to start up Japanese language school
business. Many members of the Association continued their interests through studies concerning Japanese philology and scientific scholarships in Japan. It also resulted in Polish-Japanese marriages - some of them work at Japanese companies. Personally I believe Poland is exotic country. Poles differ from Japanese a lot - they are straightforward people. Sometimes it seems that they are not serious enough, but I respect their way of life.

**The Health Service**

Health service until late 90-ies beginning of twenty first century was the place where multinational employees concentrated. Presently there is different situation - polish physicians decide to leave abroad in order to look for better employment and life conditions. Considering employees of this sector it should be noticed that most of them came to Poland in 80-ies and 90-ies either to study medicine or to participate in training programs.

- **Zaire’s medical students**

Married couple from Zaire arrived to Poland to study medicine. „We planned to complete studies in Poland and come back to Zaire where doctors are needed. Political situation and tribal disturbances made it impossible to come back to our home country. It might be said that we became accustomed to living in Poland. Our child was born here. We have been here for 15 years, we do not plan to leave Poland”. They do not complain about Pole’s mentality, although they suffered few cases of discrimination. Nowadays they can not imagine living in country other than Poland, here is their home.

**Culture and Art**

It is possible to meet foreigners in public cultural centres. However, they are single persons – it is rather complicated to contact them for the reason of too many duties during the day or unwillingness to talk about their privat life.

- **French actress**
French woman makes a debut in Powszechny Theatre in Lodz. Her family has Polish origins. The main reason she arrived to Poland was the desire to study in the country of her ancestors.

- **Greek journalist**

One Greek woman co-realizes TV program related to the subject of poor situation of children form pathological families.

- **Ukrainian dancer**

Soloist from Ukraine performs at State Country Dancing Group. He studied at two different schools at the same time: Music School and School of Business. However, he wish dance to be his main profession. With the folklore group he gives world-wide concerts. “I sing in 36 languages, also in “exotic” ones: Chinese, Japanese, Finnish or Arab. Usually the songs we sing are the most popular folklore ones. Also we sing operatic music”. He lives in Poland from over 40 years. He considers the country his homeland. Foreigners perform at Polish Country Dancing Clubs with pleasure. Usually such people come from Russia, Portugal, Spain and Greece.

**Fire Brigade**

- **Fire person from UK**

Fireman who presently works at Volunteer Fire Guard in Warsaw area, arrived form Great Britain in early 90-ies. He came to Poland even though people he used work with in UK suggested him not to. He did not intend to stay here for good. However, he fell in love, got married and finally decided to stay in Poland. “I did not want to live in Great Britain because of all those things I had been gone through. I knew that I would work as a fireman no matter where I would live”. Moreover, he deals with artistic activity as well – he participates in castings for TV programs and shows, he also broadcast “English lessons” program. „I pick up the gauntlets to prove that I can do anything. I am good at any task. Poland gave me the chance to realize my dreams and myself. I am happy here”.
2.3 Cultural Diversity in Education

2.3.1 General Overview

Considering the foreigner’s situation and employment possibilities in this sector it should be admitted that there is a constant demand for well-qualified lectors and native speakers – at linguistic schools as well as at any other educational institution. Professors and doctors of science are wilfully employed at universities and colleges. Engineers from Easter Europe are appreciated in Poland. Foreign language fluency is not additional skill anymore – some positions require the knowledge of other languages in order to be able to move in a “global village”. Lectors who come from different countries not only teach the language but also culture and mentality of people form their home countries. Foreigners, who decide to work in educational sector, have no problems with employment - there are many places of work for lectors, native speakers, translators. Employers offer positions for those who speak foreign languages fluently. Those who arrived to Poland complain about lack of legal procedures and bureaucracy. They also suggest changing: official’s attitude and long time of waiting for official documents. Language problems complicate every day life – foreigners admit that polish language is difficult and Poles are not willing to learn foreign languages.

Foreigner’s process of accommodation to polish reality was similar at every case, people usually dealt with the same problems. Managing the official issues was indicated as the most complicated – administrative system is intricate – “necessity to get other documents in different institutions”, “lack of officers prepared to serve foreign clients as well as lack of documents in other language versions”. Foreigners mentioned the problem with access to health services. They were surprised by long time of waiting for medical consultancy and encumbrances with any medical examination. Satisfactory job and friendly environment do not make people move to Poland anymore. Many people stated: “I am European and I can live everywhere. I like to travel. I want to visit other interesting places”.

Concerning work environment issues people did not mention any complicated problems – they only indicated difficulties with complicated educational system. In public schools it is hard to vitiate thesis that foreign language course is another one
to be passed. Not everyone is aware of the fact that reality of today’s Europe requires
the ability to communicate with others - this mean that knowledge of at least two
foreign languages is a must. International companies look for multilingual employees,
able to participate in the arena of business. Also the style of travelling and every-day
life has changed. Foreigners employed at public school admit that work at institutions
where people have to pay for classes is more enjoyable. According to foreigners
“Poles like to make choices independently”. They mention that “learning of foreign
languages should be interesting and enjoyable” – whereas textbooks provide
complicated literary language and too much grammar – “students are acquainted
with times, phrase structures and cases but they are not able to communicate”. Relatively important is a differentiation of language advancement – in public school
groups are rather overpopulated and differentiated with regard for skills. In other
countries the base of languages learning is conversation – “firstly, dialogue and
entertainment, methods of writing is a next step”. Private schools popularize more
practical pattern of learning. Groups are small, completed on the grounds of
competences tests and conversations. Professors have greater opportunities – they
may choose other innovative methods of teaching. They are also vested with well-
equipped classes. “Personally I found it difficult not to be able to use video or tape
recorder. That Is why I chose to work at privet school where such problems do not
exist” – teacher of German language from Bavaria says.

Private schools are well-equipped, employed professors are experienced well-
qualified. Competition on market is enormous – schools strive for clients by good
quality of the service and its innovations – for example conversations for managers
begins early morning, before work hours or electronic contact with lecturers.

Nowadays traditional foreign languages courses are not considered innovative and
effective. Radio and television programs made new methods of acquaintance with
languages – famous people teach their mother tongue. As radio newscaster who
works as English teacher as well admits: “Poles who come to Great Britain do not
understand English – they use slang, contractions, diminutions, dialects that Poles
are not acquainted with. Personally I did not understand many polish phrases well,
especially colloquial language. Now my favourite word is załatwic”.

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Academics found their place of work as well, mainly at technical colleges and linguistic schools. They are appreciated as specialist at the following disciplines: mechanics, computer science, mathematics and linguistic. Foreigners who arrived to Poland are mainly scientists from Eastern Europe countries. They may realize their ideas in Poland as well as work on professional development. “I arrived to Poland in early 90-ies to cooperate with scientific workers at technical University of Łódź. I did not decide to stay in Poland for good. However, education system makes it possible to teach in Poland and Ukraine at the same time, exchange of different opinions and participation in common projects”.

Potential makes people, who understand the requirement of college internationalization, their creativeness, ambitions and willingness to create new standards and innovative passions. Definition of internationalization was changed. Since the last decade it has been changed three times:

- This is a process of integration of international and intercultural dimension including education, research and service duties of College.

- This is a process of change of national college into international college leading to inclusion of all international dimensions into every aspect of college managements in order to improve quality of education system.

- This is a process of integration international and intercultural dimension including education, research and service duties of College at state level as well as at College and education sector level as well.

Such politic requires the introduction of organizational strategies realized by authorities of colleges, operational and service units and employees of college. It also requires realization of program such as:

- Student’s exchange
- Employee’s exchange

Exchange of scientists result in common research projects, exchange of experience and education programmes, lectures of professors. However, when we consider student’s exchange between partner universities it needs to be admitted that such
action became extremely popular lately. International Traineeship Exchange Program is the main opportunity of AIESEC activity. The program enables students to leave to one of 89 countries for the specific period of time - 8 weeks to 18 months. AIESEC, the world's largest student organization, is the international platform for young people to discover and develop their potential so as to have a positive impact in society. The program enable young people to gain experience abroad improve language skills and strike up an acquaintance. It is also a chance for students to increase their cultural sensitivity and to understand global problems of twenty first century.

At times, students decide to transfer from public to private colleges or universities for the reason of greater possibilities to obtain foreign scholarships. The main purpose of SOCRATES-Erasmus program is to strengthen the European dimension of education at all levels, improve knowledge of European languages and to promote cooperation and mobility throughout education. Active participation of polish colleges in SOCRATES-Erasmus program started in 1998/99 when 46 polish Higher Education Institutions signed a collegiate contract with European Commission. In years 2004-2005 187 polish colleges possessed Erasmus University Charter. This Charter entitles them to apply to the Commission for centralized ERASMUS funds and to their National Agency for decentralized mobility funds. Institutions that want to participate in the programme need to apply for Erasmus University Charter to European Commission. In years of 2003-2004 through the Socrates-Erasmus program 884 academics and 5419 students left to other countries whereas 1400 students arrived to Poland. The only disadvantage of the program is the low amount of grant – some students, especially those form rather indigent families, complains about high costs of living abroad.

2.3.2 Individual Examples

Researches prove that those who decided to work in educational sector and speak at least two foreign languages had no problems with job-searching. As respondents suggest, Poles usually do not learn foreign languages other than English and German. If foreigners do not speak those languages, it is practically impossible to communicate with anyone in Poland.
For question: „What factor influence on your decision to arrive to Poland”, usually they answer that it was:

- relation with polish citizen
- studying in Poland
- polish origin
- Spanish language teacher

Juanita arrived from Spain for sentimental reasons. She lives with her husband, Pole, in the voivodeship of Mazowsze. Without any problems she found a job as a teacher of Spanish and English languages in private secondary school. Additionally she gives privat lessons for individuals and works as native speaker in linguistic school.

- Bulgarian-Romanian translators

Kristina and Lucjan are Bulgarian-Romanian married couple, who also have polish origin. Families they were brought up spoke polish – that is way they decided to study at Economic Academy in Carcow. When they graduated they decided to stat up a business – consulting and translation office as well as bureau that looks for business partners in Bulgaria and Romania.

- Armenian teacher

Professor at Classic Philology Department comes from Armenia. He graduated from University of Erewan, Philological faculty with specialization at Russian and Latin language. Until 1994 he continued scientific and didactic career in his home country. Later he worked at University of Gdansk. He is a member of Polish Philological Association; he also serves on Council of Linguistics Experts at Ministry of Science and Higher Educational System of Republic of Armenia. “I arrived for Poland, by reason of financially attractive opportunities and possibilities to develop the potential in other European country”. Presently, except for communication with students he writes handbooks concerning information about Russian and Armenian languages.

- American teacher
Tutor from Boston who works at Institute of English Philology deals with research over inspirations of British literature in literature possessions of other nations. He is mainly interested in analysis of Afro-American and Jewish-American literature. He recently arrived to Poland in order to “broad scientific horizons”. He mostly values beautiful views and natural landscapes, “similar to Irish”. „Poles have not believed yet in their own potential and power but they head for right directions. I like polish kindness, hospitality and naturalness that people from West are losing”.

- **German student**

The German who arrived to Poland to participate in student exchange accepted trainings at consulting company. “The training program was a necessity. It helped me to understand rules of work and participation in several projects. Then for the period of time of 5 months I helped in common international project’s realization. I also dealt with preparation to file documents written in German – “supervisor” was there to help me at any case. Polish Catholicism that is present not only in churches and private houses but also in number of places of cult - as wayside crosses, chapels, figurines, places gather to pray - was the most surprising experience for this German student.

- **French student**

Student from France arrived to Poland with two other friends through Socrates-Erasmus program. They decided to look for a job as well, but only one of them was finally employed. “I was not aware of the fact that searching for a job in Poland is so complicated. Even though I speak French, Spanish and English I did not have many chances to be offered a post – I do not speak Polish”. French student was offered paid training by hand of career office. Problems he faced up next were mainly related to the money - the employer could only guarantee him reward during the period free from learning. „It was worthy anyway. I worked at designer company – I communicated with my supervisor in English. I dealt with relation with French spoken customers. It was great experience”. Asked about stay in Poland and some observations related to the Poles, he answer with smile: “I have been to funny country, with shops excellent stocked, discos where good music is played, beautiful ladies and easy access to cheap but good alcohol.”
3 Conclusions

Foreigners who arrive to Poland decide to start up their own business – there are many examples. Those people do not complain about difficult acclimatisation – they usually emphasize that a lot have changed for better. Poles are not as distrustful as they used to be. Some people believe that foreigners deprive them well-paid jobs, others are under the impression that it is good. Those who start up a business by the polish law are obliged to employ polish people – such situation favours the creation of multicultural environment of work. Foreigners who introduce new services on the market affect the economic development of state. Flow of people has become daily phenomenon since the borders were opened. Foreigner or teacher of foreign language employed in large company do not surprises anymore. Poles are aware of need to rely on experience of foreign partner’s and to develop personal, individual ideas in order to come onto existence on European markets. Poland is presently found in transitional period - practise is irreplaceable but openness for new products may result in simple adjustment.

The picture of Poland and Poles has lately changed among interviewed foreigners – Poles are perceived more positively around the world. Since 1999 general opinion about Poles has changed for better – people stopped to talk about unemployment, corruption and problems related to transformation. More often people discuss about political situation and European Union extension. Interviewed foreigners mentioned, that Poles, especially women are very helpful. They appreciate polish hospitality and willingness to socialize. „Poles know how to socialize: in China i.e. the banker is always a banker – it is rather hard to see him wearing pants and tennis shoes. This is different in Poland – after work hours it is rather impossible to say who is who“ - German language lector says. Foreigners indicate xenophobia and intolerance, especially religious as Poles’ main drawbacks. “My husband is Algerian. He suffered several times polish hostility. When he express his opinion about Poles = that was considered as gross abuse. People express negative opinions about his faith as well; sometimes they ask if husband treats me like slave”. Poles are very sensitive to criticism, especially if it relates to “national goods” – it is also hard for them to admit their mistakes. Spanish native speaker gives an example: „Every week I have a meeting with group of polish managers who work at international concerns. I feel
confused when one of them, my student corrects me and can not accept he makes linguistic mistakes himself. In some cases they do not want to work on subject I planned to talk about. They also have problems with punctuality". 
Part 2: Case Studies

Introducion

Interculturality in selected sectors and institutions in Poland (Lodz) is examined below in five case studies. The objective was to ascertain the challenges and opportunities of the intercultural workplace and derive conclusions for the further development of intercultural skills. At the same time the aim was to identify concepts worth copying (good practice) for use at a national and European level.

A further task of the analysis was to measure the need for intercultural training at companies and institutions as precisely as possible. The results will be incorporated in the further course of the project into materials with sector-related recommendations and into the teaching material.

The following case studies are depicted:

1. Interculturality in the non-governmental organization - Foundation for Education and Civic Society Development – FERSO

2. Interculturality in Academy of Humanities and Economics in Lodz (AHE)

3. Interculturality in the Independent Public Plant of Health Protection University Clinical Hospital No 2 of Name Military Medical Academy Medical University in Lodz

4. Interculturality in the National Film, Television, And Theatre School in Lodz

5. Interculturality in the European Service Centre Philips (Esc) in Poland

As regards investigation methods, written and oral interviews and document analysis were used. In view of the size of the population under investigation and the deployable human and material resources, the results are to be interpreted as trends with regard to the field under investigation.

1.1 Description of Institution and Multicultural Work Environment

FERSO (http://www.ferso.org/index.html) is a member of National Federation of Non-governmental Organizations. It was established at the beginning of 2004. The FERSO main office is located in Łódź, at Tuwima street 12a. The organization has its local branch in Warsaw, located at Jana Pawła street 64. The main goal of Foundation is to support sustainable development of civic society through education, art and multimedia technologies with a great emphasise on broad multimedia technologies, especially Internet applications within its performance.

There are 15 people employed in the foundation, working on the grounds of the rule agreements. Each employee is responsible for project’s realization donated by the City Hall.

Foundation fulfils its statute targets (appendix 1) especially through organization and finance reassurance for activities related to lectures, seminars, symposia, workshops and trainings. In addition, Foundation organizes country-away activities, trips, summer and winter camps as well as provides sponsoring of concerts, theatre performances, publications, exhibitions and sport tournaments. Furthermore, Foundation arranges promotional activities, open-public parties connected with charity and money collection. In addition, FERSO provides financial and material help to people, organizations and institutions within the granted programs. Foundation is also involved in development and implementation of environment-oriented improvement technologies, takes dynamic part in creation of institutions for active nature protection.

FERSO also contacts representatives of different countries, societies and religion associations that serve as a sufficient base to launch cooperation, development, democratisation, culture, art, employment places, education and discrimination preventing activities.
Taking into account existing projects under realization, FERSO offers workshops for children aimed at presenting them the beauty of surrounding nature, teaching how to show respect to animals, that live among them, plants as well as how to use resources of mother Earth in a clever way in order to preserve the idea of sustainable development.

Children who attend workshops acquire this knowledge in an interactive way:

1. **Indian week** – Indian culture and traditions

2. **Friendship with animal week** – the meaning of humanitarian treatment of animals and how to become a friend of an animal

3. **Festival of grits** - where do grits and other grain come from and how to make a flavour and how to distinguish grits form grain

4. **Spring festival of birds** – discussion about birds or anything you want to know but you are afraid to ask

5. **Bees and Honey Holiday** – the key role of bees, honey and wax origin

6. **Little Traveller Festival** – presentation of different cultures around the world; differences may be fascinating not scary

7. **Real green schools** – bringing children and youth to real “green school” we offer them a knowledge about a local nature, environment of a man or about strength and beautiful of tradition.

8. **Eco-gifts on Mother Day** – the most beautiful gifts made by children for their mothers

9. **Eco-artistic picnic** – Meeting in the neighbourhood of Łagiewnicki Wood combined with many surprises prepared for the youngest

10. **Forest Friends Holiday** - children attend a great gathering and get acquainted with problems connected with forestry(http://www.ferso.org/oferta-dla-szkol.html ).
Significant part of foundation’s current activity is the **Youth Program**. Within the framework of this program acts **European Voluntary Service Project** - it makes possible for young people from all the Europe to work as a Voluntary in another country within 6 to 12 months in the area of environment, art and culture, activities with children, youth and old people, heritage preservation, sport and recreation ([http://www.ferso.org/program-mlodziez.html](http://www.ferso.org/program-mlodziez.html)).

Currently, within the framework of European Voluntary Service Project, in Foundation work 3 people one from each country: Czech Republic, Finland and Spain.

One of the volunteer comes from Finland; she completed secondary school, and is an atheist. Her national language is Finish, furthermore she speaks English fluently, knows the basic linguistic rules of Swedish and German. *Never before has she worked or live in country other than Finland.*

Another foreigner, employed in FERSO comes from Spain, with Catalan roots. She has university degree in the area of environment protection. She is a catholic, her national language is Catalan, in addition she speaks Spanish and English fluently, knows the basics of French. She has studied in Holland for over than 7 months.

The third foreigner comes from Czech Republic, with the protestant background. Her national language is Czech; she has good command of English, she knows German at the intermediate level. She also knows basics of Polish; posses bachelor degree in the area of civic ecology. She studied in Hungary for a month and a half.

All voluntaries are young people aged between 20 and 23.

They have lived in Poland for 2 months (since January 2006), and their stay is a temporary residence and will last till July 2006. They all share one flat.

75% of all expenses related to foreigners’ stay in Poland are financed by project’s budget; the rest is a Foundation contribution. Voluntaries who take part in the project are provided with funds on apartment and food expenses and additionally are granted with 400PLN pocket money as a kind of salary.

Furthermore, three times a week they learn Polish for free. Voluntaries work 6 hours per day, with two days off and additionally one day off per month. Their work is
strictly connected with assigned task. During their stay in Poland they have to organize three English lessons workshops.

First of them – Intercultural market – was conducted in February in some grammar schools in Łódź, and was related to the presentations of the volunteers’ home countries. It was elaborated on the basis of team working. Next two workshops were developed individually and each of them was presented in 10 grammar schools. First workshop presents issues related to the subject of ecology, human rights, healthy style of life. The second workshops are subject to a project “Take situation in your own hands”, conducted by NIKE Foundation, related to young European people activity. In addition, voluntaries take active part in day-to-day activities within foundation. Our voluntaries work in headquarter of foundation; each of them has its own place of work. Polish coordinator also works in the Foundation. She is a young person, at age of between 20 and 30, with pedagogical background. She has been vocational active for past 7 years; she works in the foundation for 18 months.

Her national language is polish, she speaks English fluently. She is an atheist. Even though she has never worked in another country, she travelled overseas many times to attend different workshops. In addition, she posses experience in the area of interpersonal contacts with various nationalities and cultures as a participant of intercultural workshops and conferences. In day-to-day work she contacts foreigners, mainly voluntaries. It is part of her work, requirements of her position and cooperation with other foundations in Łódź. With voluntaries she keeps vocational relations only. There is any social ones. Verbal communication among voluntaries and coordinator is based on English language. In respect to the principles existing in Foundation of calling people by name, this rule is also applied in contacts with foreigners.

The rest of employees working in Foundation works on their projects’ organization outside headquarter. That is why their contact with foreign voluntaries is rather occasional. Furthermore, except for day-to-day contact with the coordinator and once-a -week visit to the CEO of Foundation, from time to time they spend their day off day outside the city on trip with one of the Foundation’s employee.

Additionally, through various workshops and within the cooperation with other foundations located in Łódź, voluntaries keep in touch with other foreigners working
in Poland. We can distinguish people from Germany, Portugal and Holland. Those relations are strictly social because they spend lunches together, also keep fellowship relations.

Each voluntary is assigned to a mentor appointed by the Foundation. Mentor, taking into account rules existing in Foundation, is a polish student, volunteer who is assigned for the time of foreigners’ stay in Poland to solve problems with foreigner’s adaptation to polish reality.

Mentor is a mediator, a friend. In practice, mentor – volunteer’s role is the most important at the beginning of foreigners’ stay, in the next phase it takes shape of social contacts (said by Youth Program Director).

1.2. Methodology

The method applied to conduct the research was a case study of institution. In order to carry out the research the method questionnaire interview was implemented.

This method was applied among all foreigners working in Foundation FERSO, Youth Program Director and coordinator. Selection of the respondent was completely satisfied. Interview with foreigners was conducted in English, with the rest of survey participants in Polish. The tool that serves as an element of research was a well and completely prepared interview questionnaire elaborated within the confines of European Intercultural Workplace project. As an additional tool that allowed broadening the area of my interest were interviews with respondents indicated above. Dispositions (appendix 2) were worked out on the basis of supplement with a title: „Focus groups and interviews”.

Research took place in a main office of FERSO Foundation in Łódź at Tuwima street 12a. During the research only the researcher and respondents took part in the interview, no other persons. Each interview with volunteers lasted 3 hours in average, with the Director almost 4 hours.
1.3 Challenges Occurred in Multicultural Work Environment on Example of FERSO.

As mentioned in chapter 1 FERSO employees 3 foreign voluntaries, who come from Czech Republic, Finland and Spain. They are first long-term labour force in Foundation, however they are not first foreign workers because this institution organizes number of workshops attended by foreigners from the very beginning.

In relation to this, Foundation applied in 2004 strategy of cultural difference that has a great influence on work place conditions and recruit policy …we need more people speaking English - Youth Program Director

Many advantages occur from hiring foreigners as well as from application of policy of cultural differences. The most important is: competence and image improvement. It makes foundation much more competitive as well as broadens company’s skills to react to new challenges. It also influences on atmosphere in work, improves communication and makes creative skills of workers much wider. It has positive impact on relations with customers. Disadvantage of this policy is greater complication of communication within the organization.

In addition, this situation persuades the institution to face new challenges, as follows:

- language,
- communication style,
- time,
- culture code, habits,
- relations among collaborators and work style,
- gender difference problems.

Taking language into consideration - all employees, including foreign voluntaries speak English fluently, so communication in the company’s area is only a problem for voluntaries:
- concerning a language, sometimes the difference of intentions is noticeable – a person means one thing, would like to say in Polish something else, and finally presents completely other opinions in English – said volunteer from Czech Republic,

- small challenge with English, big challenge with polish – said Finish respondent.

The situation related to polish classes’ subject is different. All volunteers attend cost-free lessons of polish, organized by FERSO, three times a week. Problems appear on the level of accent and understanding of sentences applied by other employees.

Sometimes linguistic misunderstandings appear but they are funny rather than serious (says respondent form Czech Republic)

Polish language is regarded as a kind of challenge and makes extremely difficult to express own opinions:

- sometimes it is frustrating when you can’t express yourself in 100% - respondent form Finland,

- I have strong accent and some people don’t understand me - Spanish respondent,

- Polish is a barrier for them from time to time, mostly when they do shopping. Especially when they have to take an receipt, which is an essential document to square up - said Youth Program Director.

Also differences in a sense of humour related to culture appear in every day work:

- I don’t know if it is cultural or not, but I am a little bit ironic and some of my colleagues do not understand it – said respondent from Finland.

Another issue is a communication style. In FERSO foundation all employees called each other by name; it is also applied when workers talk to foreign voluntaries. This is not a problem for both parts. Significant problem is the fact of direct communication style absence:

- I really do not like when my collaborators cannot express what they mean directly, which is a source of useless tension – said Youth Program Director.
In addition, cultural differences that appear in kind/unkind and conflict-avoiding behaviour as well as showing anger by collaborators.

Taking into consideration the issue of time, it is quite hard for employees to understand the “on time” sentence. Also some confusion arises in foreigner attitude and her coordinator:

- Concerning the time, it matters more in Czech than here and it is very offending to let a person wait i.e. very often we are losing the time not having a task to do and our bosses are just chatting – respondent from Czech Republic,

- We take “on time” rule in a very rigorist way, so at the beginning of our cooperation we present our volunteers clear and transparent regulations, and we do not tolerate any delays – said Youth Program Director.

The matter of falling behind the schedule is out of question. Some problems arise if the situation requires to be flexible and to adjust to new situation or to coordinate many tasks at the same time.

No problems occur in the area of culture code and habits related to cultural differences: showing respect to religion, various feeding behaviours and any restrictions connected with clothes wearing:

- I can wear anything I want. – said respondent from Czech Republic,

- I wear my normal clothes, there is no restriction. - said respondent from Spain.

Another challenge occurs in the field of relations among collaborators and style of work. Concerning work style democratisation, taking over the initiative or responsibility, expectations related to skills or team working is not a problem:

- For me it can be slight problem to take initiative or take responsibility, because then you can be more afraid of the results of your work, action – respondent from Spain.

- no, but sometimes not everyone feels this teamwork - respondent form Spain.

Some barrier arises in the area of fulfilling assignments; foreign volunteers do not have possibility to negotiate. Knowledge possessed by all voluntaries help them to
recognize how they should accurately respond to reaction of another person, however such situations are a sometimes confusing for their coordinator.

In the field of assigned tasks and interpersonal relations a divergence occurs. The reason for such situation is the fact that appointed job is less important than social atmosphere:

- In the past the most significant were relations in the workplace, among all employees, social relations rules. However, assigned position of coordinator requires placing a task at a first…Youth Program Director.

However, among foreigners exist many different opinions what make it very difficult to describe day-to-day relations in work.

Showing respect at work and applied attitude toward young people is not a problem at all.

A serious problem for foreigners is invasion of personal sphere as well as conflict negotiation background:

- Concerning the personal space it is much bigger in Czech, people do not touch each other so often. – said respondent from Czech Republic,

- Sometimes I need time to work alone and be alone and sometimes it is difficult - said respondent from Finland.

Next challenge – problems related to gender differences, are not a problem at the Foundation.

Working with both women and men, considering connections between assigned roles to different genders, or giving instructions how to accomplish assignments is not a source of any conflicts.

- For me it is really the same if my coordinator is a woman or a man, and the same to work with them, we are a mixed group – respondent from Spain said.

Concluding challenges, related to employment of foreigners, such as: a question of gender differences issues, cultural code and habits do not pose any problem at all.
Other like: language, time or relations among collaborators and style of work can be defined as a source of some problems but not in such degree as a style of communication preferred in FERSO foundation.

Despite some problematic issues originated from the fact of foreigner’s employment, institution that is involved in realization of this project evaluates positively this kind of cooperation especially, in the area of language skills improvement. Furthermore, it brings about some freshness in organization’s work, develops another point of view:

- If you are well-prepared, cultural variability may influence in a very positive way on organization’s work in our Foundation. If you do not try to impose national culture on foreigners, many positive aspects arise: it develops skills of communicating in English, it teaches how to take things from another point of view – said Youth Program Director.

It should be outlined that style of work at Foundation did not change because of employment of foreigners.

- I have to be a better-organized person and be at a certain time in Foundation. I have dedicated much more time and my attention to matters related to foreign voluntaries; I have to look after them. - said Youth Program Director.

However, working with foreigners seems to be much more interesting and make a chance for further development, allows learning about other cultures as well as experiencing exchange:

- Working among foreigners develops personality, and broaden your knowledge about other cultures, you can also exchange information. Thanks to cooperation like this one, I am inclined to believe that no cultural differences appear between people who live in Europe; we have problems with a personality differences - said Youth Program Director.

- Yes, because, it’s new – respondent form Finland answered a question about working with people from different cultures.
- Yes, it is very interesting but as well as you always miss your culture, you don’t want to forget it – respondent from Finland answered a question if working with people different cultures is more interesting.

1.4 Solution Examples Related to Cooperation with Representatives of Other Nationalities, Implemented in FERSO.

Despite challenges that occurred by reason of foreigner’s employment in FERSO Foundation, voluntaries as well as their coordinator seem to be prepared to work in multicultural environment. They think that European Voluntary Service Project (EVS) is a great example of positive interaction of many cultures in place of work.

- EVS project is a good example of great cooperation between people of different cultures – misunderstandings arise only in the area of personal, not cultural matters - said Youth Program Director,

- We were able to make a workshop for children together, organize a trip- explained respondent from Czech Republic,

- We are working together every day, we live together without problem – said respondent from Finland.

Such situation, probably only partly, is a result of accurate activities and solutions which were implemented to ease adaptation to new circumstances, included:

1) Training organized by institution in a country where volunteer lives, sending volunteer overseas

2) E-mail contact before foreigners’ arrival to Poland to start relationship, get useful tips as well as to explain confusing issues:

- New, more adequate procedure of employee’s recruitment is quite long, it lasts about a year; applications are verified almost 4 months before arrival. So, 4 months earlier I knew who I am going to work with. During this period we were mailing each other to learn more about ourselves, our habits, style of life and all other issues - said Youth Program Director.
3) Mentor institution – according to FERSO rules – polish volunteer, a student who helps foreigners to overcome adaptation to new environment.

- Mentor is a mediator, a friend. In practice key-role of mentor arises at the beginning of foreigners’ residence, later they keep social relations with foreigners. Mentor is a person who can go out for a drink or beer with girls. I am not allowed to do this - Youth Program Director says.

4) Two – days’ arrival training, related to different ways of solving the problems, organized by the Foundation; 6 hours per day:

- arrival training with all volunteers – the main reason why such meeting is organized is to compare differences and learn about people’s behaviour at various situations - respondent from Spain answered a question what kind of training is being offered related to work among people different cultures .

5) various trainings elaborated by coordinator connected with cultural differences, conflict simulations and intercultural issues:

- within the confines of EVS as a coordinator I attended trainings presenting different cultures, various solutions of conflict situations. Very interesting was information about kinds of greetings. It was said that people from Scandinavia are used to shake hands only when they greet, they are not used to exuberance; in Spain physical contact is very important, and they greet in a very open way. It was confirmed in practice at first contact with girls - Youth Program Director.

6) garnering information about working with foreigners basing on experience and by contact with other foreigners staying in Poland, employed in other institutions:

- I socialise with Spanish, Czech, from my office, but also with people from other organisations, with Dutch, Portuguese, German – respondent from Finland admitted.

7) summary help in minor issues at the beginning of foreigners’ residence:

- We got the plan of Łódź, Joanna was in the supermarket with us, explaining how and where we should ask about receipts - respondent from Spain.
8) organization of work place for foreigners, get them familiar with current activities, existing rules, presenting them to already employed people to create sense of membership to organization and the feel of being needed:

- each of them got a place of work equipped with computer set, we even renovated the office. All employees of the Foundation were informed that they are going to work with foreigner voluntaries. It really helped. Furthermore, at the beginning of their stay in Poland we organized a party to celebrate the founding of the Foundation, so girls had the opportunity to meet all employees and got to know each other from less formal side - Youth Program Director.

9) cost-free education of polish language – 3 times a week:

- We guarantee education of polish language 3 times a week. We were lucky because one of our volunteers wanted to get practical training of teaching polish. So, she works for free, and foundation’ budget is not burden by any additional costs. We don’t have to hire lectors and pay them a lot. From time to time we try to communicate in polish; we made decided to communicate mostly in polish - Youth Program Director.

10) transparent and clear explanation of assigned tasks, expectations and description of “assignment’s schedule”:

- if we want to achieve specific goals, we should clearly explain what we need, set a deadline, present a long-term perspective and present key elements of their residence - Youth Program Director.

11) implementation of the rule „give them a fishing rod, not a fish”:

- At the beginning I treated them like little children, trying to solve every-day problems, even the smallest one. I later realized that more effective would be a rule „give them a fishing rod, not a fish”, such attitude allows to learn what independence in other country means. This works much better - said Youth Program Director.

Except for examples indicated above related to intercultural working environment, employees of FERSO also deal with solutions which appeared to be a failure, such as:
1) too strict activities’ schedule:

- at the beginning I assigned too many tasks to girls, now I know that this should be made reasonably - said Youth Program Director.

2) lack of explanation of organizational issues at the begging of the foreigners’ arrival

- now we have a problem with cleaning the office; in fact me (coordinator) and voluntaries (foreigners) work at the office, so we should elaborate office-cleaning schedule. So far, none made anything about this. Now, I observe the situation and wait for results. - Youth Program Director.

3) differences between information given by the institution sending volunteer to FERSO and existing cases:

- Some problems related to financing food expenses occurred. One of the volunteer was ensured that she is not obliged to prove every expense by presenting the receipt, without respect to polish law provisions. Girls are required to take receipts on everything the buy.

- It was a small problem at the beginning; one of the volunteer did not want to adapt to such situation, but it was inevitable - Youth Program Director.

- Everything is so bureaucratic In Poland, we need receipts for every shopping we do-respondent from Czech Republic admit.

4) lack of meeting’s schedule regarding current matters:

- My suggestion is to organize meeting once a week, at the specific time and discuss the project - respondent from Czech Republic says.

5) Indefinite rules of cooperation with mentors:

- We did not discuss the cooperation with mentors in details; we did not talk about their duties. Mentors are students – they are not involved in Foundation activities during the period of exam’s session. People, who decide to cooperate as a mentor, should be aware of the fact that foreigners always need help. Not having specific rules prepared results in current problems - Youth Program Director.
1.5 Recommendations and Tips related to Intercultural Workplace - in Relation to Analysis of Intercultural Workplace in FERSO.

Analysing multicultural work environment in FERSO, number of tips and further conclusions can be indicated. The most important are different trainings related to work effectiveness factor, better communication between culturally different groups, partners involved in project’s realization, foreigners, coordinators, supervising staff and other employees.

The most crucial trainings are:

1) polish language courses

2) information about other cultures

3) communication with other cultures

- language, open mind and willingness to communicate – respondent from Czech Republic answer a question what kind of trainings should supervising staff, foreigners and polish employees attend

- situations, when you don’t have to agree with everyone, but should try to respect others’ ideas – respondent from Finland answered a question what kind of trainings should foreigners participate in

4) information about cultural differences and equality of rights:

- how to treat people equally - respondent from Finland answered a question what kind of trainings should polish employees participate in

- information about polish culture and Poles’ mentality – Youth Program Director answered a question what kind of trainings should foreigner voluntaries attend

- information about cultural differences - Youth Program Director answered a question what kind of trainings should polish employees attend.

In order to make an adaptation to new environment easier, it is advisable to present other organizations experiences related to issues of intercultural education. Also
similar situations described in any publications – books, newspaper, periodicals may be a great value.

- Manuals regarding intercultural culture within the „T-Kit (Training manual, T- KIT issued by Council of Europe and European Commission, 2002, are available trough Internet: http://www.mlodziez.org.pl/index.php/ida/7/” series (as an example of good methods and/or materials related to ethnic differences as well as intercultural communication) – said Youth Program Director.

One of the most complicated element of adaptation process to multicultural work environment is a creation of good relationship between foreigners and their coordinator’s before arrival.

Other significant factor is transparent and clear presentation of assigned tasks to foreigners. Organisation of the meeting at the beginning of their stay in order to explain all doubts and indistinct issues seems to be a great value. It is advisable to schedule regular meetings to discuss all current issues within realization of the project.

Furthermore, it is important to organize places of work for foreigners and to introduce new rules to polish collaborators – explain that they will work in multicultural environment. This process should regard the following: presentation of current activities and rules existing within the organization, introduction those rules to employees in order to create a sense of membership. Information that instructs how to work with people from different countries is essential as well:

- You have to be open - minded, sensitive on differences and little cultural nuances. You should not by guided by stereotypes related to the certain nationalities – said Youth Program Director.

Except for tips mentioned above the most complicated element should also be taken into consideration – style of work of foreign employees. The most acceptable seems to be democratic style of work and treating foreigner guest as a partner from the beginning.

- Very important is to be assertive. At the beginning I just wanted to be involved in every issue in details which foreigner voluntaries had problems with, but this lead only
to “educated hopelessness”. Maybe I exaggerated it a bit... at the beginning I treated them like little children, trying to solve every, even the smallest problem. I realized that more effective would be „give them a fishing rod, not a fish” - such an attitude allows learning independence during the stay other country. This works much better - said Youth Program Director.

Important element of foreigner’s adaptation process is the preparation of documents that may help outside the workplace. It is extremely important at the beginning of their stay (preparation of city’s map, showing places where they can shop for a reasonable price). Another major factor is organization of polish learning courses in order to eliminate linguistic barriers. Linguistic skills are a great value in interpersonal communication in every place on the world. Regarding this matter, an institution of mentor is very helpful. Such people help foreigners to overcome difficulties with adaptation and acclimatization in Poland.
2. Case Study: Academy Of Humanities and Economics in Lodz (AHE)

2.1 General Characteristic of Institution

Since 1993 the Academy of Humanities and Economics has got a status of non-state higher education school (recorded in the MEN register under no 30 on 5th October 1993). In the first academic year of 1994/1995 150 students were admitted. Three years later the number of AHE students increased to more than 1000 people. In the academic year of 2000/2001 almost 11 thousand young people studied at AHE. That year we were certified to introduce Master Degree courses at the Faculty of Pedagogy. Next year we got authorization grant Master degree at the faculty of Management and Marketing and Bachelor degree at the faculty of Political Science. In spring 2002 we received authorization to introduce Master degree courses at the faculty of informatics.

Since 2003 AHE has been authorized to offer Master degree, Bachelor degree, Engineering Degree and Post-Diploma courses at ten faculties.

Master degree courses are held at six faculties: Computer Science, Management and Marketing, Philology, Polish Philology, Pedagogy and Graphic Design. After graduating in other faculties student is granted a title of Bachelor or Engineer (in case of 3-and-a-half-year Engineering degree courses of Computer Science). Presently AHE in Lodz applies for authorization to award a doctor's degree.

Today AHE in Lodz covers 25 thousand square meters of area with modern design in Lodz and in its branches outside Lodz. There are more than 1400 computers with access to Internet. AHE has its own publishing house and printing house, and a library with 30 thousand volumes and hundreds of Polish and foreign magazine titles.

All AHE buildings are adapted for the needs of students on the wheelchairs. Each student gets free e-mail address on the school server and access to the online student room. Each computer has got access to the Internet and Intranet. There are also specialist computer laboratories, a video montage lab, a photo studio, a radio
laboratory, training rooms, lecture halls with audio-video equipment. A professional TV studio is going to be built.

AHE in Lodz is presently the biggest non-state college in Lodz and one of the biggest in Poland. 23 thousand people attend courses at twelve faculties which offer Master degree courses, Bachelor degree courses and Engineering degree courses. All these have been accredited by National Commission for Accreditation, which guarantees each student of political studies, educational studies, management and marketing, journalism and social communication, polish philology, foreign philology, nursing studies, graphic design, computer science, culture studies high quality of education.

Long ranged, distinctly defined and consequently realized staff politics made important factor of AHE development. The Academy also care for graduates. Career office offers its services of personnel and professional consultancy as early as during the studies. The Academy also provides good education conditions, help young employees to obtain better-next scientific degrees. Academy authorities decide how valuable the Academy and its offer is.

Several basic surfaces of its activities appoints mission of AHE:

- **Education** - AHE goal is to instruct and form student’s personality to such manner, in order to prepare them for fulfilling conscious role of member of society, persons stimulating he its development and bringing up level of general welfare. This purpose is achieved by proper level of (horizon of) transferred scientific knowledge, professional and forming of practical ability in hard situations enabling our graduate effective advise. We want, in order to students had certitude leaving wall of AHE, that they have well adopted knowledge in this college and have earned wanted practical abilities (http://www.wshe.lodz.pl).

- **Scientific research** is important part of mission realized by AHE, as well as creative advancement put scientifically-didactic employee. Friendly conditions are made in college for conduct of scientific and research work. Individual and corporate scientific initiatives are leaned, which purpose is searching for new and creative solutions and practical applications. Deployment of scientific research is treated as most important element of
strategy of development of college, because it is indispensable condition of property of staff able for affirmation of high quality of didactic process. Behind scientific research employees are motivated for getting of next degree and scientific titles.

- AHE wants to instruct and at the same time foster, there to be friendly college students, at simultaneous bringing up quality of education. So AHE is not running off the changes and still introduces new, more effective and attractive forms of instructing. Besides, it leads workshop occupancies based about subjective methods and realization of course of instructing enables in rate fitted for individual capability of student. It take care, in order to graduate had not only theoretical knowledge from given specialization, but has gained practical abilities also and ability of overcoming of personal limitation, in order to he will be able to advise in new situations. Students of AHE have right for co-deciding about its cases, they can actively participate in life and promotion of college, as well as co-participate in choice of method of education in range definite by AHE Charter regulations and Instruction Book of Study. Authorities of AHE cooperate with student council still, they support it activity and taken initiatives. However, it expects from students reliability in studies and dignified representing AHE in the course and after termination of education. Academy of Humanities and Economics desires to keep attachments with students, observing their farthest development and professional career.

- Requirements of region are one of element of mission of AHE, so it try actively include into scientific, cultural and social life of Lodz, province, as well as country. It cooperates with authorities; it takes investigative, socially-cultural and educational tasks in favour of development of region. It wants, in order to operations were sighted in favour of local environments in different rounds.

Politicians, businessmen, people of cultures and arts from first part of newspapers visit AHE. Charitable and cultural performance proceeds in college. Occasional lectures, exhibitions, concerts, scientific conferences, trades have place here. Happenings proceed and youth performance. All these meetings - in opinion of authorities of colleges – there are very good form of education. College takes
advantage each capability, in order to students can become social elite in future. It does not want, in order to young people supplied jobless ranges leaving AHE walls. It educates them so they were able to build new work-places for themselves. College try to build them also contacts through system of practices and scholarships. Students participating in international exchange, they learn foreign academic environment and specificity of other labour market; they swindle habits, which can vaccinate after return on polish market. In native firms practicing, they supply local staff with creativeness.

AHE has following education offer:

- Department of the Humanities: pedagogies, philology: Polish, English, German, Russian, Roman, also culture sciences and nursing.

- Department of Computer Science, Managements and Transport: computer science, management and marketing, transport.

- Department of Arts: graphics, realization of film image, television image and photography.

Among other colleges and universities AHE offers: hostels for student, career office, health centres, scholarships, foreign scholarships, student’s exchange programs, library, virtual bookstores and academic newspaper “Wacek”.

The Education Research & Development Centre in Academy of Humanities and Economics in Lodz was established in 2001. It is a separate organizational unit, the head of which is the Chancellor of AHE.

The Education Research & Development Centre was created in order to support the development of the Academy. We are responsible for coordination and proper functioning of education quality management system. Moreover, the Education Research & Development Centre conducts quality research in the field of higher education. The research focuses on conceptualization, planning and carrying out projects, processing and analyzing the results, as well as adopting solutions.

All the research work carried out by the Centre is of interdisciplinary character. The three prevailing areas are: management, pedagogy and sociology.
2.2 Elements of Structure of College Responsible for Establishing Intercultural Relations

2.2.1 International Relations Department

International Relations Department is a unit directly submitted to the Vice Rector for Research and Development of the Academy of Humanities and Economics in Lodz. Its main responsibility is the coordination of international cooperation and promotion of the image of the AHE outside Poland. The scope of responsibilities:

- establishing cooperation with foreign institutions
- coordination of the Socrates/Erasmus Program
- promotion and coordination of The International School of European Integration
- the international studies for foreign and Polish students
- designing promotion materials about the Academy, targeted for foreign markets
- organization and coordination of international conferences administrative coordination of teachers' and students' mobility;
- collecting and providing information related to international scholarships, conferences etc.

Multiculturalism is one of the most characteristic features for modern times. It differs, particularly in those countries, where crowds of emigrants flow in mass. That is why the phenomenon of multiculturalism or co-existence of people representing different values and traditions that are specified within one state organism becomes more important and inclines reflection.

The biggest problem with acceptance of existence of different culture or religion is usually people’s prejudice. The prejudice is a result of false perception of so called „strangers”, „others”, „different”. These reactions of distaste, disapproval or hostility are most often the results of ignorance. Lack of acquaintance of culture, tradition, ceremony, religion or language of other nations, communities or groups leads to negative behaviours. What are the challenges that foreigners have to deal with? The
most important aim is to prevent danger, that might be a result of lack of understanding others and different negative implication. Due to the International Relations Department the competences increase – mainly competences in range of intercultural communication (passing the limits of personal culture), reinforcement of solidarity between students (from such countries as Belgium, Mexico, Germany or Latvia) and inclination for reflection over ethical, social and political conditions. Finally, personal relations make it possible to learn about other people experiences, also their ups and downs.

- **Socrates-Erasmus** – Europe’s education program that involves around 30 European countries. It seeks to enhance the quality and reinforce the European dimension of higher education thus provide a better response to major challenges of this new century. **ERASMUS** consists of many different activities; student and teacher exchanges, joint development of study programs international intensive programs,, thematic networks between departments and faculties across Europe, language courses (EILC), European credit transfer system (ECTS). Program strengthen the knowledge of European languages, improves innovation in education as well as long-life learning. The first phase of the Socrates program ended after five years. In 1999 the formal decision of The European Parliament and The Council establishing the second phase of the program - years 2000-2006 was taken.

Erasmus encourages transnational cooperation between universities, boosting European mobility and improving the transparency and full academic recognition of studies and qualifications throughout the Union. The program goal is also to improve the quality of education, methods of teaching and school’s programs that are offered to students. Common work of international groups over the questions that present common requirements and areas of interest of colleges make the offered didactic studies unique. The uniqueness is a result of various experiences of individual partner colleges from different countries.

Main advantages of student's participations in program are: financial support from European Union and AHE, no need to pay for the exchange program or scholarship, assistance at documents and language preparation.
2.2.2 International Projects Department

International Projects Department was established in 2002- mainly concentrated on international programs and projects. International Projects Department works on individual projects and those that involved international partners as well. Professors employed at AHE also work on the projects. They usually made the merits of the project. Their experience and knowledge is valuable for project realization. Their commitment makes it possible to participate in more projects every year and to cooperate with other universities and organization world-wide. Examples of projects::

Leonardo da Vinci:


- „JobArt Central and eastern Countries- CEE” – duration of project: 2005-2007. Project coordinator is Die Wille gGmbH from Berlin (Germany). AHE is project’s partner.

- „Adult Educator in Company” - duration of project: 2005-2008. Project’s coordinator is GLOTTA NOVA from Ljubljana (Slovenia). AHE is project’s partner. The overall aim of the EU-funded international research project ADEC (Adult Educator in Company) is to develop a training program for in-house trainers, instructors, coaches and mentors, below referred to as ‘adult educators’, that will satisfy the needs and requirements of today's companies and organizations and hopefully would lead to a dramatic improvement of internal training practices and thereby to a better performance and richer working life of the trained employees.

- „Quality in Vocational Education” - duration of project: 2005-2007. The project’s coordinator is Centre For Vocational Training from Ljubljana (Slovenia). AHE is project’s partner. The project goal is to create a questionnaire related to self-evaluation issues, prepared mainly for teachers. Questionnaires will be available online when the project is over. Anyone
whose work is related to education fields and interested in self-development will have a chance to become acquaintance with those information.

**Language Learning and Linguistic Diversity Program 2003**

- **eEuroInclusion**: Developing a pan-European Network of Language Resource Centres for LWULT languages (LWULT LRCs). Duration of project: 2003-2005. The project’s coordinator is EuroEd Foundation from Lasi (Romania). AHE is project’s partner. The project goal is to create a network electronic infrastructure. Main activities are creation and administration of a portal with on-line database and links to users’ websites; develop links based on common interests, services and settings.

**Gruntvig 4 -2004**

- „FALCON – The Family Learning Conference“. Duration of the project: 12 months. Project’s coordinator is VOX – Norwegian Institute for Adult Learning from Oslo. AHE is project’s partner. Other partners are: institutions from Norway, France, Ireland, Italy, Netherlands, Romania, Sweden and Great Britain. The FALCON project arises from the need to discuss in a European seminar the pedagogical issues relative to Family Learning: didactic approach, quality criteria, cultural adaptation and infrastructure. The main objectives are: to establish a foundation for European discussion on Family Learning; to raise awareness of the importance of this strategy as a tool for the integration in Long-Life-Learning of adults with an educational disadvantage also to increase the motivation of educators and policy makers involved in pioneer work in this field, through communication in an international forum.

**2.3 Foreign Students in AHE**

**2.3.1 Basic Information**

The Academy is opened for international students who participate in SOCRATES-Erasmus program.

The list of students studying at AHE within the SOCRATES-Erasmus program.
4 from Finland, 6 from France, 4 from Spain, 2 from Netherlands, 7 from Mexico, 11 from Portugal, 1 from Germany, 2 from Romania, 1 from Sweden, 1 from Italy.

International Project Department employees speak at least one foreign language fluently. They are responsible not only for projects coordination but also for organizing foreigner’s stay in Łódź, preparation of financial documents and its translation as well as contacts with AHE academics.

Course of study is most as it possible fitted, but unfortunately, it scants English-speaking staff and eager students (Polish and foreign), in order to studies have moved in full dimension.

Foreign students attend classes during their whole stay in Poland. In some cases they faced up language problems – they did not participate in any polish language course in their home countries. Academy is not prepared well enough to teach in other languages than Polish.

The Academy authorities should consider a possibility to employ people with good command of English language at every department. This solution would be a benefit for students.

Different cultures offer various interpretations of twenty first century realities. Firstly we should become aware of other’s interpretation of reality.

2.3.2 Interview with Mentor of Foreigner Students

On the grounds of the interview with Mexican student’s mentor it is need to be mentioned:

- Students like the classes at AHE, consequently they intend to continue their studies at AHE for the next semester. They have no problems with studies – they believe that level of program difficulty is lower in Poland that it is in Mexico
- They like Lodz very much;
- They believe, that polish youth too rare using English language;
• They believe, that polish students should learn more about cultural and ethnical differences, have greater respect for other cultures and traditions
• Rented apartments are too expensive for them;
• They observe that students from Mexico are welcomed in Poland.

2.4 Results of the Interviews

Questionnaires and interviews have been carried on among:

• polish students
• foreigner students
• academic employee
• administrative employee

2.4.1 Personal profile of foreigner student at AHE

• foreigner students have no relatives in Poland
• 95 % of interviewed students, polish and foreigner as well are Catholics
• Foreigners do not communicate in Polish – they admit the language is too hard to learn. Moreover, they come to Poland for one semester only
• Foreigners communicate mainly in English – they also speak their native language
• Statistically each student have good command of at least one foreign language
• 80% of students polish and foreign as well have no professional qualifications
• Students who participate in any kind of exchange program usually leave for USA, England and Spain,
• Any of foreigner student worked during the period of study

• Foreigners stay in Poland temporarily, usually for one semester only.

2.4.2 Cooperation with different nationalities

• Students meet foreigners at the College, however, those people are not their friends

• Only foreigner students interact daily with people from other cultures;

• They are not scratch classes of foreigner students with classes of polish students, so, they are not integrated with remaining students. They spend free time in bunch. In case of any problems they are looking for assistance for their mentors;

• Polish students usually spend their free time with their friends

• After classes’ hours foreign students socialize with other foreigner student, polish students stay in touch with foreigners only if they have good command of English or foreigner's native language

2.4.3 Attitude towards other nationality, discrimination and racism

• AHE students believe, that opportunities to take part in exchange programs, cooperation with other universities and help of foreigner professors employed at Academy is invaluable, the college is perceived as a good one and students have better opportunities get better education,

• Students do not know if college processes politics of cultural diversity,

• Foreign students have not suffer any discrimination in college as well as out of the Academy

2.4.4 Cultural difference’s issues

• Foreigners do not know polish, it is very complicated to communicate with others – in college as well as out of the Academy
• Foreigners like polish sense of humour, as well as Poles likes theirs,

• Foreigners perceive Poles as very faithful people,

• Majority of students do not say what they mean – they use different words to describe their feelings without showing the exact emotions

2.5 Conclusions – on the Grounds of Foreigners’ Opinions

• Foreign students indicate workers’ lack of knowledge of English language in such institutions as: banks, post-offices, shopping centres;

• They notice lack of respect for other cultures;

• Foreign students indicate intolerance in relation with Black people;

• Foreign students study together, their do not integrate with polish students, most of the time they spend together, with close friends. In any case they look for a help among their professors.

• Foreign men are very attractive to polish women, that cause jealousy among polish men. Foreign students believe that polish people should learn more about ethics in professional life and cultural differences between various nations.

• Any white foreigner experienced anything unpleasant, they are treated well in Poland;

• Foreign students were not prepared to work and study in multicultural, their university did not offer them at any training

• They believe that authorities of AHE should concentrate on issues like: methods of teaching foreign languages, intercultural communication, cultural differences and relations among students

• Foreign students are opened and willing to socialize with others, they want to perceived as funny and friendly ones
• Poles do not like to share with others, they are not perceived as philanthropic

• Poles do not help each other

2.6 Conclusions – on the Grounds of Polish Students’ Opinions

According to interviews’ results among polish students it is necessary to indicate the following:

• Polish students do not belong to any ethic minority

• They do not stay in touch with foreign students

• They do not socialize with people who belongs to any ethic minority

• They are happy that students form other countries study with them at the Academy

• Foreign students are attractive to polish ones, especially to women

• They believe, that foreign language classes should be taught by native speakers only

• Foreigners are perceived as polite and friendly, they do not want to provoke any conflicts, they want to stay safe – they are also perceived as kind of national minority

• People do not appreciate the fact that foreigners do not speak polish, it is complicated to communicate with them

• Students who have good command of English, would like to attend the same classes as foreigners

2.7 Results Presented According to Multicultural Practice at Academy

The Academy is the place where many different people meet – people form various generations, social classes, family and education backgrounds and regions. The intensification of the globalization process leads to confrontation of people form
different cultures. We observe the appearance of national or ethnical differences. Very important is a good management of multicultural issues that may influence college functioning. Multicultural character should support college activity, not disturb it by conflicts or segregation.

Academy’s multicultural character may be improved by:

- Employing of foreigner teachers,
- Extension of cooperation with other universities,
- Student’s exchange through international cooperation
- Recruitment of foreigner students,

The Academy authorities should work on improvement of cooperation with people culturally differentiated, especially:

- Authorities of AHE have to recognize need for manage of multicultural, and if it will be necessary to correct their attitude to this phenomena;
- It is necessary to understand cultural differences, by managers as well as by students and other academy employees
- Ethnocentric attitude, that means one group being in the centre of interest and every other group being compared with the first one and evaluated in relation to it, should be avoided. This situation creates differentiation for better and worse cultural values, also the tendency to evaluate any culture on the base of „my own criteria”;
- Adaptation of the organization culture to problems of multicultural, recognition and analysis of specific standards and values, evaluation and checkout of diversity acceptance.
- Multicultural management’s activity should result in creation of improved cooperation between Academy departments and their actions, as well as looking for effective problems solutions
Multicultural management is also possibility for building respectable attitude to values of others.

Student’s exchange programs made it possible to learn about interpersonal relations, especially in situation of direct contact with representatives of other cultures. It is a chance to gain experience, that being open for differences between cultures, contribute to form new models of interpretation and perception of the world. Dialog’s attitude between people from different cultures improves bilateral confidence and sympathy. Moreover, such studying opportunities enable young people to learn about their own limits and enlarge their mutual openness - it makes the relation with other people easier. Everyday companionship of so called “others” enables to notice the relativity of our own behaviour and take a gander at ourselves with humility. The consequence of such actions is development of every student’s personality. Subsequent formed new personality is not similar to new or original culture, but it harmoniously links into one coherent unity two or more cultural identities. Person is fully aware of his-her individual features, and simultaneously is unfettered from prejudices and stereotypes.

Student’s exchanges programs result in greater perception and acceptance of foreigners. Students change their opinions about other cultures, traditions and different way of thinking. Students become more sensitive to other nations, willingly socialize with foreigner.

Adaptation of organization culture of college to multicultural is considerate process, demanding the ability of barrier exceeding, breaking of stereotypes, and rejection of ethnocentric attitude.

3. Case Study: Medical University in Lodz

3.1 Historical Route

Polish medical care is connected with Lodz since first days of independence after 123 years of annexation – when from German crew former hospitals of Russian red crosses was accommodated. From cease-fire, for 1934 year in all documents case of
necessity of structure of new hospital was re-wrapped, hospital which can indemnify medical requirements completely. These efforts have been topped by success in day 18 September 1937 year, when it was return for application, less than four year built one of most modern of medical outpost in that time. Beautiful house of hospital has stood in place of old barrack. Building has emerged with big edition of power and skills. Building was executed unusually carefully. Measure of quality and its standard is fact, that in already 30. years it was furnished to air-conditioner, fix-ups for disinfections of hospital basin, tennis court. Tram line led for hospital.

During the occupation hospital was occupied by service of health of German army, left by Germans in January 1945 year only. Spring of this year soviet army has taken over hospital, but it has proceeded from June 1945 year to instruction of polish troop. Then it was also extended. From 1946 year hospital is known under name - Hospital of Clinical Centre of Sanitary Education of Polish Army. For hospital years of 1948-51 was time of many changes. In this period hospital became independent military unit and was called Clinical Hospital with Policlinics. Resolution of the cabinet of ministers from 7 November 1957 year has initiated process of creation of military medical academy, on which base National Minister of Defence in May 1958 year, has issued order with day 1 July 1958 appointing WAM. Beginning of activity did not mean full independence of college. Considerable part of scientifically-didactic outpost (cathedrals, plants and clinics) was building in foothold of proper units of civil Medical Academy in Lodz. Only after 1968 it comes to almost full independence of Academy in respect of employment and scientifically-didactic structure.

Hospital admission workers have contributed important contribution to polish history of medicine. in this hospital in 29 September 1964 year it was performed artificial implantation first two-brave valve of heart the first time in Poland, and in 1965 year – first of aortal valve. In the seventieth and eightieth years, in history of WAM it was period of perfecting of organizational structure and construct of scientific and didactic position in country and abroad. Pre-emptive task, that has become then before Academy, was aspiration for successive development of own scientifically-didactic staff and scientifically-didactic bases. In result, it follows distinct determination of identity of college, establishing of its meaning in nation-wide and military system of medical education and considerable development of its material potential.
In 1988 next reorganization of hospital and Clinical Centre of WAM took place. From January 10th, 1996 on base of order of superior, Clinical Hospital has been given off from Military Medical Academy and it has started activity as economically independent unit. 1 January 1999 year after adjustment with law definite formality Clinical Hospital of Military Medical Academy has received name of Clinical Hospital of WAM with Policlinic - Independent Public Plant of Healthy Protection.

Along with day 1 October 2002 year Hospital has been included into organizational structures of Medical University in Lodz and it has accepted name of University Clinical Hospital number 2 under name of Military Medical Academy. Clinical hospital was always very good report equal patients and superiors. Fairest proof is big interest of patients for services offered by hospital. Many positive opinions about unit are expressed by professional environments also and people, which had to use with services offered by outpost. From 01.10.2002 year after change of deferred organ it has become Independent Public Plant of Healthy Protection, University Clinical Hospital number 2 under the name of Military Medical Academy of Medical University in Lodz.

3.2 Information for Physicians of Foreigners Contesting about Right of Profession Practice in Poland

Profession of physician could be practice in Poland only on the base of right of profession practice received from territory adequate medical (article 2 from Act about profession of physician and dentist from day 5 December 1996 ( Dz. U. from 1997 year number 28, position 152). Procedure of conceding right of professions practices is led by commissions of district registers of medical houses. So, for detailed information of procedure and required documents man should to return for district medical house, in the area of which (who) intend execute profession and procedure is started in it. Examination from acquaintance of Polish leading by Examination Commission called by Presidium of Leading Medical Advice recruited mainly from members of Commission for Affairs of Physicians of Foreigners of Leading Medical Houses. Examination must pass execute physicians of foreigners from countries behind of European Union intending profession practice in Poland, who have finished medical studies or medical studies led in foreign language on polish medical college.
Commission for Affairs Physicians of Foreigners of Leading Medical Advices in other cases (beyond examination) related to right of profession practice in Poland does not lend information, as detailed claims and mode of procedure can differ in individual Medical Houses.

3.3 Data from Preliminary Interview

On the base of interview with one of physicians it was found that:

Physicians and students from foreign countries are employ in Military Medical Academy on regular post. In years 2006-2007 they will pass on specialization examination for title of specialist of obstetrics and gynaecology. In work-place all are treated equal by rearranged equally as well as of colleagues independently on country of origin, profess religion or political views. From all employee in equal it is required appropriate degree of practice of working duty, professionalism, personal cultures, reliability and engagement in fulfilling medical custody over patients and permanent bringing up of professional qualification. Most frequent difficulties can theoretically result from scarce acquaintance of polish and obligatory legal regulations, in range of medical custody particularly. Sometimes it can make difficult in direct contact with patients. Multicultural character do not play fundamental role in conditions of work in hospital concerning medical staff. Student practices as well as employing of physician of foreigner it presents no problem “per se”. Sole criterion of estimate of employee is honest and professional entrusted him duties execution.

3.4 Data of Questionnaires

3.4.1 Personal profile of respondents

- Age: 20-30
- Nationality: Polish, Nigerian, Arabian, Russian
- Religion: Catholic (majority), Islam, Orthodoxy
- Acquaintance of foreign languages: foreigners – mainly Polish and English, polish physicians – mainly English.
- Education: among all of respondents – higher
• Professional qualification: physician of medicine

• States, where respondents were working, are: among others USA, France, Lithuania

• Average number of years flies overworked in Poland - four, in analyzed hospital - two, on position of physician of medicine - two

• Every respondents live in Poland on constant

3.4.2 International problems in work-place

• In their work they met with other nationalities, such as: Africans, Arabians, Russians, Mongolians and Poles

• Persons are workers and close friends

• They rare cooperate with other cultures

• Most of them spend their dinner breaks with colleagues of their own origin

• Beyond work only not numerous maintain social relations with colleagues of other cultural origins e.g. from Africa

3.4.3 Attitude for other nationalities, discrimination and racism

• Benefits from employing different culturally employee are mentioned such like: correction of communication within organization, correction of competence of organization, organization is more competitive;

• Researched think, that employing of different culturally employee does not have disadvantages;

• According to researched, cultural diversity politics does not effect conditions of work and recruitment in enterprise;

• Researched has not know, if organization has processed politics of cultural diversity;
• Researched has not faced with aspect of discrimination or racism in work.

3.4.4 Problems with cultural differences subsequent

• Level of English commanding is for researched a little bit problem;
• Foreigners do not have problems with formulations;
• Foreigners like polish cense of humour;
• They say opening, that they mean;
• Foreigners do not have problems with;
  ✓ requirements of manners of formal intercommunication in work;
  ✓ “maintain face” and escape of opened conflict,
  ✓ express negative emotions;
  ✓ keeping deadline – according to time;
  ✓ quick change of plans;
  ✓ respect for religious/cultural practices;
  ✓ work equally with men and women;
  ✓ giving and execution of orders from men and women;
  ✓ stage of diversity of food;
  ✓ taking independent decisions;
  ✓ execution of orders without any questions;
  ✓ initiative with founding information, taking responsibility;
• For foreigners Appropriate reactions are slight problem - equal positive as well as negative,

• Foreigners know how correctly accept anybody's positive or negative reaction

3.4.5 Additional instruct/ educational needs

• Respondents are considered that they are well bedded in cooperation with culturally differentiated colleagues;

• Hospital does not preparing for work with culturally differentiated colleagues;

• Employees of polish origin in case of problems with ethnic and cultural differences should proceed courses of psychology;

• Foreigner employees, in case of problems with ethnics or cultural differences does not feel need of such courses;

• Researched mention following trainings, which could improve efficiency of work with groups culturally differentiated:

  ✓ learning of foreign language,

  ✓ information of other cultures,

  ✓ communication with other cultures.

3.4.6 Good and bad practices

• Researched persons have experienced in their life good cooperation among people of different cultural and ethnic origins and helping in need,

• Researched believes, that it is necessary to be patient in intercultural communication;

• Researched do not have bad experiences in intercultural communication.
4. Case Study: The National Film, Television, and Theatre School in Lodz

4.1 Description of the Institution and Multicultural Workplace - the National Film, Television, and Theatre School in Lodz.

4.1.1 The History of the School

The National Film, Television, and Theatre School was founded in 1958 as a result of a merger of two colleges, the National Acting School (renamed the National Theatre School in 1954) and the National Film School, both of which had been functioning in the city since 1948 (http://www.culture.pl/pl/culture/artykuly/in_ed_pwst_lodz).

Television issues were added to the curriculum in 1970, and since then the school has been functioning as the Leon Schiller National Film, Television, and Theatre School in Lodz. Since 1949 the Film Production Centre has been functioning at the school. Here the students can carry out their practical and diploma projects.

“The history of the Film School in Lodz is in rare contradiction with Norwid’s pessimistic vision, writes Andrzej Wajda. A group of film amateurs from the prewar START in 1945 has been given a chance to work and they did not waste it. Not only did they create Polish postwar film industry by establishing studios in Lodz, Wrocław, and Warsaw, but also, what is most important, creating the Film School, without which the existence of our cinema would not have had a chance to survive (Leman, 1998).

Actors, directors and cameramen have always been educated in the two, theatre and film, colleges of Lodz. However, the first students of the school studied at a unitary department, which combined teaching direction and cinematography, and later they chose the right specialisation.

“Both schools were working separately”, Kazimierz Lewkowski noted, “but the students knew each other very well as they often wandered between Gdanska Street (the National Acting School) and Targowa Street (the Film School). Some did it to
visit their girlfriend or boyfriend, the others to watch films together, to discuss arts technical issues, in a word, to have a conversation”.

The first rector of the acting school, which was then named the Warsaw National Theatre School based in Lodz, was an eminent Polish artist, Leon Schiller, who modified the curriculum of teaching acting. He also introduced a diploma performance crowning school education. In 1949 the school was moved to Warsaw, and in Lodz the National Acting School was created in its place. Kazimierz Dejmek, the founder of Lodz’s Nowy Theatre, was the rector of the school in the years 1950-1952.

After socialist realism has been decreed as the only right artistic doctrine, the school faced the political pressure, just like the society’s entire, not only artistic, life. The school emerged resisting strongly the authorities' indoctrination, if not victorious, from the battle for artistic freedom.

Mature people with wartime experiences were among the first students of the Film School. For example, later outstanding directors, creators of “the Polish School”, Andrzej Munk, Andrzej Wajda, Janusz Morgenstern, Kazimierz Kutz, documentarians Kazimierz Karabasz and Andrzej Brzozowski, as well as creators of Polish cinematography, Jerzy Wójcik, Witold Sobociński, Mieczysław Jahoda, Wiesław Zdort. In postwar cultural and artistic life the Polish school was regarded as an oasis of freedom, it attracted personalities. The lecturers and students did not conceal their interest in the European avant-garde, the theatre of the absurd, Witold Gombrowicz and Franz Kafka. The school became one of the few places in Poland where one could watch masterpieces of world cinema, European classics, as well as the latest pictures of Italian neorealism. The stuffy rooms were bursting at the seams during the shows. Students of the Film and Theatre Schools were not the only viewers, people from the outside also came to watch. Moreover, the early years of the school are connected with the first Polish jam sessions, which were organised here, and during which Krzysztof Komeda-Trzciński and the then students of the Film School, Jerzy Matuszkiewicz and Witold Sobociński.

In 1957 after the thaw an eminent film historian and columnist, Jerzy Toeplitz, became the rector of the Film School. He had been teaching at the college since its
foundation, and had been the headmaster in the years 1949-1951. Before the war Toeplitz was, together with Wanda Jakubowska and Stanisław Wohl, a cofounder of the Artistic Film Enthusiasts Association START (1931). Later he also worked in the film industry in Great Britain.

In 1958 the two Lodz’s schools merged, and there appeared new opportunities for the future actors to work in the cinema already during their school education.

“(…) actors (…) participated in the process of preparing their film work, as well as television show afterwards. (…) Not only your and others’ skills could be tested here on stage, but one could also stand in front of a camera while behind it there was an excellent artist-pedagogue, as well as a student who could create authentic works in the course of learning (…)” (leman, 1998).

Both departments, of acting as well as directing and cinematography, started to cooperate more closely by taking part in so-called integrated teaching, whose author was Jerzy Toeplitz. Its essence was not only international cooperation, but mainly simultaneous mastering both film and technical methods by the students, as well as broadening humanistic knowledge. At the end of the 1950s and at the beginning of 1960s the school became famous not only in the country but also abroad. The school grew to be a specific phenomenon at that time. The method of teaching turned out to give excellent results. The former students became independent outstanding artistic individuals, and the legend of the school was being more and more established. Since the beginning of 1960s the students were able to make films for television purposes. In 1964 the Andrzej Munk award for the best debut was established. Its first winner was Jerzy Skolimowski for the film “Walkover”. An attitude of artistic defiance towards the reality of the Polish People’s Republic. The founders of “the cinema of moral anxiety”, such as Krzysztof Zanussi and Krzysztof Kieślowski.

The school was badly hit by the year 1968 and the March events. One of the school’s founders, its rector, Jerzy Toeplitz, was removed by the authorities as a result of an anti-Semitic witch-hunt. A few other professors and students were forced to leave the city. Jerzy Toeplitz was soon invited by the Australian government at the beginning of the 1970s, and became one of the founders of Australian national cinematography.
He cofounded the first Australian film school. In 1993 he was awarded an honorary doctorate by the National Film, Television and Theatre School in Lodz.

In the 1970s the school recovered its balance. A lot of new talents emerged. New students were, for instance, Feliks Falk, Filip Bajon, Piotr Szulkin, Juliusz Machulski, Janusz Kijowski at the Direction Department, and, for example, at the Cinematography and TV Production Department Zbigniew Rybczyński, the later winner of an Oscar for a short film “Tango” (1983). Andrzej Wajda is another winner of the Academy of Motion Picture Arts and Sciences' award, and an alumnus of Lodz’s Film School. He was honoured with an Oscar for lifetime achievement in 2000. Wojciech Jerzy Has, an excellent director and pedagogue, started to cooperate with the college. He became later its rector (in the years 1990-1996). The school began to attract foreign students. It was opening to the world. Its students were winning prizes and honourable mentions at many international festivals, such as in Oberhausen, Mannheim, Monachium, Cannes, Tel Aviv, New York, Huesca, Angers, Poitiers, Cracow, and Lodz. Whereas a new tendency in actor training appeared at the department of acting in the 1970s. It was characterised by certain impetuousness, even “over-expressiveness”. Much attention was devoted to body training, fitness exercises and stage tasks.

In 1990 the then rector, Prof. Henryk Kluba, appointed INDEKS Film Studio, by which the film “Devils, devils” directed by Dorota Kędzierzawska was produced, as well as, for example, Włodysław Pasikowski’s “Kroll and the Dialogues with the Man from the Wardrobe” by Mariusz Grzegorzek. Earlier, in 1982, rector Henryk Kluba employed new lecturers, superior cameramen, Witold Sobociński and Jerzy Wójcik, the school’s former students, which confirmed the college’s tradition, which had never lost inter-generation contact. Former students became lecturers. It was the case with Kazimierz Karabasz, Andrzej Brzozowski, Andrzej Munk, Janusz Morgenstern, Grzegorz Królikiewicz, Mariusz Grzegorzek, and many others. Moreover, the school’s employees were people who were not only excellent teachers but also worked in their field, which accounted for lively contact between the students and film world and industry.

Another feature characteristic of the college was specific “versatility”. Students had the chance to work with eminent representatives of other fields of arts and the
humanities. The method of teaching also influenced perceiving and treating the cameraman profession as cameramen were becoming a co-author of the picture created, often equally with the director. It was this form of education as well as the exceptional artists educated at the department of cinematography that built today’s importance and prestige of the Camerimage International Film Festival of the Art of Cinematography, which is held in Poland since 1993 (initially in Torun, since 2000 in Lodz). Since 1952 film, and later also television production managers has been educated in the Film School. The teaching has always concentrated on assimilating knowledge within the scope of, both, economics and management, as well as the liberal arts. Nowadays, the studies are of a management character and give a student the chance to collaborate with directors, cameramen, TV producers, and actors from the start.

At present at the school there are the following departments: the Directing Department, the Cinematography Department, the Film and Television Production Managers Department, and the Acting Department, whose graduates are many famous and popular film and theatre actors, among others, Pola Raksa, Janusz Gajos, Elżbieta Starostecka, Barbara Brylska, Mariusz Benoit, Artur Barciś, Zbigniew Zamachowski, Cezary Pazura, and Wojciech Malajkat. Since 1983 the school has been organising The Drama Schools’ Festival, earlier known as the National Drama Schools’ Diploma Performances Review, and since 1993, the International Film and Television Schools’ Festival “MEDIASCHOOL”.

A former residence of Lodz’s industrialist, Oscar Kohn, at 61/63 Targowa Street has invariably been the school’s headquarters since 1948. A few larger buildings are situated around it, some of which are converted former factory buildings, and some were designed specifically for the school’s purposes. Opposite to the college there is Źródliska Park, the oldest park in Lodz (it was created in 1840). Inside the park there is a seat of the only in Europe Museum of Cinematography in a post-industrialist’s palace of Karol Scheibler

(http://pl.wikipedia.org/wiki/Pa%C5%84stwowa_Wy%C5%BCsza_Szko%C5%82a_Fi lmowa,_Telewizyjna_i_Teatralna_im._Leona_Schillera).

4.1.2 Teaching Programme
The teaching programme has always consisted of two parts: first, Theoretical and Technological lectures, secondly, Practical works, that is exercises and films made by both directors and cameramen.

Practical work has always been considered to be the most important aspect of the teaching programme. The education of student-directors and student-cameramen is designed to be a meaningful co-operation between lecturers and students. The lecturers are trying to help the students to solve artistic, technical and technological problems encountered in their work. At the same time, however, the students are given a lot of freedom both when it comes to the choice of the subject matter of their films, their work on the set, editing and sound recording.

The period of intense teaching occurs at the script stage and preparing film production, later also during editing and post-production work.

In the Cinematography Department, lecturers teach film lighting technology, the technicalities of film exposure and camera and photographic technique. At the same time the lecturers in the Film School work in the "real world" as professionals in the film and television industries, they are professional film-makers. Theoretical subjects taught include Film History, History of Art, Film Theory, Film Music, Copyright, Philosophy, and others.

Technological and other practical subjects include exercises with actors, Art Direction, Sound Technology, Film Editing, Screenwriting, Staging. All student films, including camera exercises are done on black and white or colour film stock, also using video and digital cameras. Television work is done at a separate TV studio equipped with studio cameras. For Documentary work digital cameras and appropriate editing facilities, classical, electronic and digital, are used. The education of actors involves analysing literary and dramatic material, as well as realising the stage version. In cooperation with the Film Directing and Cinematography Departments, The Acting Department offers classes that use film techniques as the only one in Poland.

4.1.3 The Film School’s Equipment
The school has its own film equipment, which includes 35mm cameras, video and digital cameras, lighting equipment, classical and digital editing equipment, sound recording equipment. Moreover equipment for cartoon production, both in classical and computer animation techniques, is also available. There are editing rooms equipped with 35mm, 16mm editing tables, electrical and digital editing equipment (AVID). The school also has a sound studio with modern equipment.

Furthermore the School has:

- film and television studios situated in a new, highly modern, recently (2003) handed over building, in which there are many specialist lecture halls and studios;
- the Studio Theatre (Teatr Studyjny), in which students of the Acting Department present their diploma performances to the public, and where other classes take place;

In addition the following facilities are available at the School:

- two screening rooms equipped for 35mm and 16mm;
- two video multi-system screening rooms;
- school archive with a large collection of all the past student films going back to the school's earliest years. There is also a collection of a few hundred documentary and feature films used for teaching purposes.

A library with one of the largest collections of film books in Poland and a collection of CD's of film music, as well as a computer database with information on Polish documentary and feature films, and on all student films made at the School;

The school has its own student hostel and a canteen.

- The studies and the students

Full-time studies (day):
At the National Polish Film, Television and Theatre School there are the following departments

- The Film and Television Directing Department; the Film and TV Cinematography Dept and the Film and Television Production Managers Dept (including the Animation and Film Special Effects Departments); and

- The Acting Department.

The studies at these departments last for a total of four years and students graduate with an MA Degree. There is also [link](http://www.edulandia.pl/edu.cm?id=400641&id_firma=2828521&limit=20&F_SERWIS=edul).

- A two-year course in Film and Television Production Management for the candidates with an MA Degree.

**Part-time studies (extramural):**

- A three-year Extra Mural Course for Professionals already working in television; a two-year Extra Mural Course in Photography and a two-year course in Screen Writing.

- Film and Television Production Department, 4,5-year course finished with a MA Degree

- Film and Television Production Management School

- 2-year course, after obtaining an MA degree

- Digital Media Production Management School

- Postgraduate studies, three semesters

- Television Production School, BA and MA degrees

- Photography School, BA and MA degrees
Film Editing School, picture and sound editing, BA and MA degrees

Postgraduate Screenwriting School, two years' course in Warsaw

There are about 200 students studying in the Film Departments. (Directing, Cinematography, Animation). Amongst these are many (45 people) foreign students and trainees from countries such as Germany, France, Finland, Norway, Sweden, Denmark, Switzerland, Great Britain, Venezuela, South Korea, USA, and others.

The Film, Television and Theatre School is the only autonomous state school of this kind in Poland. It is financed by the State and is directly under the supervision of the Ministry of Culture, and indirectly of the National Education Ministry.

Polish students do not have to pay for their day studies whereas extramural and foreign ones do.

The school organises numerous screenings in Poland abroad (amongst others in New York, Los Angeles, Pittsburgh, Stockholm, Copenhagen, Ankara, Istanbul, Bursa, the Athens, Rome, Bologna, Siena) as well as symposiums and conferences concerning film issues.

Since 1982 the school has been organising the National Drama Schools' Festival and since 1994, the International Student Film Festival "MEDIASCHOOL", in which many film and television schools from abroad have taken part from the very beginning.

In the school's film-archive there are, among others, all our former and present students’ films, including those made by such famous film artists as Andrzej Wajda, Roman Polanski, Krzysztof Kieślowski, Kazimierz Kutz, Witold Leszczyński, Zbigniew Rybczyński Krzysztof Zanussi, Jakub Kolski and others. Many student films have been awarded prestigious prizes at international film festivals in recent years. The school has authors' rights for all films made at the college.

Young film-makers from Poland and abroad is now studying at the school in Targowa Street. It happens that the school's foreign graduates do their filming in Lodz, just as an Italian Gabriele Lacovone did while making his debut film, It's not Me (Echo Miasta daily paper no. 23 (61).
The school belongs to the International Association of Film and Television Schools CILECT (Centre International de Liaison des Ecoles de Cinema et de Television)

4.2 Methodology

Direct interview and questionnaire form were used to draw up the case study. The subjects were foreigners employed at the school, as well as their co-workers and supervisors. I have carried out two-hour interviews with a lecturer at the Directing Department from Bosnia and Herzegovina, a lecturer of English from the USA. The interviews were conducted both in English and Polish. At the same time I have done a survey among the school’s staff from all departments, as well as representatives of its administration.

A model interview questionnaire prepared within the European International Workplace Project served as a fundamental instrument in doing the research. I used casual interviews with the respondent mentioned above as a supplementary technique to explore the issue.

The investigation was carried out at the School’s headquarters at 61/63 Targowa Street. No outsiders were present during the process of researching. The only participants were the researcher and the respondents. The conversations took 3 hours on average.

4.3 Example Solutions, Used in the National Film, Television, and Theatre School in Lodz, Concerning Working with Other Nations’ Representatives.

The School did not employ foreigners for a longer period of time probably partly for fear of complications connected with such experiences. However, for several years now foreigners, not only students, can be met more and more often (their number is increasingly higher, and the parts of the world they come from more numerous). Despite the large group of people who feel well prepared for working with foreigners, sometimes there are individuals at almost every department of the School that do not consider themselves sufficiently prepared for working with foreigners.

In spite of certain problematic issues concerning the challenges that are a result of cooperating with and/or employing foreigners, the spokesperson of the Film School
takes the view that this kind of strategy is beneficial as it enriches the lectures with new experiences and cultural background.

The examples of positive solutions with regard to working with representatives of other cultures are numerous:

- International conferences,
- International festivals,
- Meetings,
- Symposia,
- Projects.

The following activities are often mentioned as positive experiences in cooperation between people of different cultural/ethnic background:

- cooperation with students
- cooperation with international organisations.

As good methods useful while working with people of different cultural/ethnic background these are pointed to:

- joint workshop undertakings
- preparing film and drama works

**4.4 Challenges of an Intercultural Workplace on the Example of the National Film, Television, and Theatre School in Lodz**

Because of its rich history, teaching resources unique in the Polish market, and high teaching standard, the National Film, Television, and Theatre School in Lodz is an interesting object not only for Polish students interested in cultural and art self-development. It is also greatly appealing for foreign students, who visit the school more and more often in order to study in the same place as eminent directors and actors used to learn and teach.
Increasingly more people from various parts of the world start their studies at the School. They are, among others, from Germany, USA, Canada, UK, Norway, France, South Korea, Japan, Italy, Israel, Iran, China, Russia, The Czech Republic, Slovakia.

Most of the school’s staff are Poles. This is a result of the institution’s character and historical issues concerning both the city of Lodz and the cultural character of the institution. However, foreigners are now employed more readily in teaching not only foreign languages, but also substantive subjects. Adopting other cultures’ point of view sometimes gives a positive value which is beyond the reach of any personal Polish nationality. It is the graduates that sometimes stay at the school to teach and enrich the multicultural workplace that the School is.

The main “problem” of cultural integration that the respondents mentioned was poor knowledge of foreign languages, which constitutes a problem not only for the foreigners that visit the school, but also for the Polish staff, who work with colleagues or students of different nationality almost every day.

The foreign students who want to be accepted to the School may make use of the co-called “zero year”, which is utterly devoted to learning Polish as well as Polish customs and culture. The employees do not get any additional help in this respect. The interview and questionnaire results suggest that a course of this kind would arouse much interest. None of the subject foreigners complained about lack of tolerance, though. The Poles employed at the School whom I have questioned showed their interest in such a training, which, in their opinion, would:

- Improve the School’s competence,
- Improve its image and competitiveness,
- Increase artistic abilities of the employees,
- Increase the School’s capability of responding to new challenges

At the same time the majority of the respondents feel well prepared for working with multicultural students as they are acquainted with different cultures. In 1982 cultural diversity policy was drawn up. To a great extent it helps with teaching approach “knowledge of otherness develops the lecture”. On average half of the School’s
employees consider themselves culturally diversified. They recognise communicative knowledge of English, active cooperation with foreign institutions, and taking part in organising international events as the basis of this notion. Nevertheless, all of them point to the need for further training in the scope of:

- Communicating with other cultures (eg. “how to solve conflicts, how to address people etc.”)
- Informing about cultural differences (eg. “how to behave so as not to hurt, offend; meaning of different kind of behaviour etc.”)
- People with limited knowledge of foreign languages additionally point to training in:
  - Foreign language learning,
  - Information about other cultures.

The School is an organiser or a co-organiser of many meetings, festivals, international conferences. Apart from that, the respondents name the following activities as the examples of good methods and/or materials connected with ethnic diversity and cultural communication:

- Joint workshop undertakings
- Preparing film and drama works.

While negative examples connected with this type of undertakings had their roots rather in the city’s economic situation (“bad public transport and poor city aesthetics, lack of cheap hotels”) and security problems.

4.5 Recommendations for the Future for Multicultural Work Environments (Based on the Analysis of the Intercultural Work Environment in the National Film, Television, and Theatre School In Lodz).

The analysis of the multicultural environment that can be found at the Film School in Lodz allows drawing several basic conclusions for other institutions employing or wanting to develop through employing people from different cultural environments.
First of all, what is important is knowledge of languages making communication easier. Training that enable getting to know other cultures and intercultural communication can be deemed equally important. Such training constitute an important element for both foreigners who want to develop their professional careers in cultural field in the Polish market, and people who do or in the future want to cooperate (either as employees, colleagues, or subordinates) with representatives of another culture.

A very important part is taking up basic training of this kind before going to a given country (at the Film School in Lodz foreign students get the chance to familiarise with Polish language as well as basic information about Polish culture and customs during the so-called zero year). Personal contacts (establishing personal relations with colleagues, people in similar situation) are a crucial element that helps integrate. The assistance of a so-called Carer is also praised. The person’s job is to look after a foreigner and help with getting acquainted with such down-to-earth problems as public transport, addresses, accommodation, the layout of the institution and topography of the city etc. A helpful element is also establishing shared clear rules of functioning, communication, division of duties, presenting visions, direction of works. It is highly recommended to do it at the beginning of the stay or during the first days of cooperation.
5 Case Study: The European Service Centre Philips (Esc) in Poland

5.1 Philips in Poland

In the new social and political reality Philips exists in Poland from 1991. It is one of the biggest investors with invested capital of almost 400 million USD. There are 6 production plants in Poland, which total value is 400 million USD. Overall employment is 6,7 thousand people. Philips contributes to the improvement of the polish balance of payments exporting its products (mainly TV sets, lighting electronics and equipment, domestic appliances). Export is the main part (80% on average) of sales of the production plants. Every year Philips’ entities in Poland export products worth 1 billion USD. In the year 2000 Philips received a prize in „Foreign investment in Poland” category in the third edition of President’s of Poland Economic Prize. In August 2003 the European Account Service Centre in Lodz was created, which aims to serve as financial and account centre for over 100 Philips’ entities in over 20 countries in Europe.

Among 650 employers of ESC 75 % are women. Everybody speaks English fluently and some of them know a few languages.

5.2 Personal Profile of Respondents

Anna is 26 years old, she is Polish. She speaks English fluently, but she also knows Dutch on beginners level. She has university degree in economy and worked outside Poland - for four months in the USA (work and travel programme) and for one month in Netherlands as accountant. In Poland she has been working in the same company for two years it is a permanent position.

Katarzyna is 27 years old, she is Polish. She knows English on advanced level and German on beginners level. She has a university degree in law. In the company she attended courses on business English, computer programmes used in work, communication and individual effectiveness. She worked for one month in the Netherlands, which was part of her actual job, as her new responsibilities were
introduced to her then. She has been working in the company for 2 years and this is her first, permanent job. She has been occupying the current position for 2.5 months.

5.3 Cooperation with Different Nationalities

Every working day Katarzyna meets not only Polish people but also Dutchmen and Germans. They work on different positions, but rather superior to hers. What is more, she often maintains contacts with clients of different nationality that is with Dutchmen, Germans, Austrians, Frenchmen, Belgians, a Slovakian and a Vietnamese – French citizen. Occasionally she has contacts with higher-level managers, Dutchmen living in the Netherlands.

Anna, because of the occupied position, maintains contacts only with Dutchmen. They are company’s employees, in majority managers.

Katarzyna is in contact with foreigners every day, either personally or through telephone or Internet. Because of the type of work, she gets in touch with many clients only by phone or mail. Nevertheless, she has everyday contact with other employees and it is of personal, telephone or mail nature.

The respondents do not consider the foreigners as their close acquaintances. Katarzyna, however, appreciates permanent contact with foreigners, but describes them simply as workmates and managers. As for closer, not professional contacts, she only stays in touch with a few Poles, who occupy equal-rank positions and are of the similar age and education. She spends her lunch breaks with colleagues of her nationality, but sometimes also with Dutchmen and Belgians. After work she occasionally socializes with other employees – mainly with Dutchmen and with a Vietnamese.

Anna rarely spends her lunch breaks with people of different nationality.

5.4 Relation to Different Nationalities, Discrimination, and Racism

Asked about advantages of hiring employees of different cultures, Katarzyna could not mention any. Having hesitated, she paid attention to the advantage of her personal development, for example: tolerance development, interest in other cultures. Out of the possibilities given in the questionnaire, she has chosen
improvement of the company’s image and of creative capacities of the employees. However, she paid attention to the fact, that it is rather employees that derive advantages from working with foreigners, and for the company, if there are no racial conflicts, employing culturally diverse people is neutral.

Anna also mentioned the advantages that she personally derives from this kind of working environment, that is reinforcing her English skills, personal development and strengthening creative capabilities. The company benefits from it, improving its image and increasing abilities to react to new challenges.

As for the disadvantages of employing people of different nationalities, Katarzyna did not mention any. Anna, however, believes that the communication in the company is getting more complicated due to the diverse work environment.

Neither Anna nor Katarzyna have heard about the cultural diversity policy, so it can be assumed that it was not introduced in the company.

Katarzyna has never faced discrimination in the workplace. She suggested that it may be caused by careful selection of candidates. Anna defines her workplace as friendly and not discriminating, there were hardly any incidents. She was not treated badly herself but she heard some Dutchmen commenting on the drunkenness and laziness of Poles. Especially one of the employees of the superior level mentions this question; once he even defined Poland as a „shitty country”.

5.5 Problems Emerging from Cultural Differences

- **Language**

In the company, knowing English is obligatory. It is an official language, which means that every professional meeting and all the notes are done in English. It is not perceived as difficulty for any of the respondents, as their knowledge of English is advanced. It refers to all of the workmates and managers. As for the employees of other than Polish nationality, the majority of them does not speak Polish at all.

None of the respondents have noticed differences in the sense of humour. Because people of different nationalities speak English with different accents, some funny situations do happen out of misunderstanding. A few times, the director passing by
made a joke to the people standing in the corridor, but he spoke so fast, that they could not understand him.

- **Communication style**

Indirect style dominates in formal communication channels. The less official situation and the smaller difference in hierarchy, the more the communication style becomes direct. Katarzyna finds it difficult that sometimes the managers do not say what they mean.

There is requirement to communicate informally with all the workmates, regardless of their position. It is not considered a problem for the respondents, because the majority of people they are working with are of the same age range. They also think that in English it is easier to call each another by first name. Only during contacts with some superior and elder managers, Katarzyna felt it unnatural to call them by first name. For Anna it does not form a problem.

Katarzyna does notice cultural differences in politeness – Dutch managers are, in her opinion, much more polite, they are able to control their emotions better and show greater respect.

Open conflicts are avoided in the company. According to one of the respondents, one can give vent to his/her emotions during informal meetings in the corridor or coffee breaks; small arguments do happen there. One of the respondents once had a conflict with another workmate, in the presence of the project’s manager; it was semi formal meeting, however. The manager let them relieve tension and then the solution was found; the problem concerned the task assigned.

- **Time**

The concept of time and punctuality is understood in the same way by all of Katarzyna’s environment. Being elastic is stressed, but it is not a problem for her. Both Anna and Katarzyna find difficult the requirement of managing a few tasks at the same time and the resulting conflict of responsibilities.
In this company, from what she has heard, people responsible for contacts with Asia are facing problems, especially during the Chinese New Year, when the foreign partners lag behind with coping with their tasks.

- **Cultural code, habits**

There is a clothes’ code in force in the company. The employees do not follow it strictly, there are no consequences from not following it. Before some important meetings, the employees get mails from their boss reminding them of the code. It is treated as allowance to wear casual clothes on average working days.

- **Relation with other workmates +style of work**

Ability of group work is required in the company; there are free, communication courses organized for volunteers. Katarzyna does not find it difficult to fulfil the requirement of independence, responsibility and initiative. She thinks that these terms are of the same importance for her and the employees of other cultures. Nevertheless, both women find it sometimes difficult to comply with the unwritten requirement of not asking questions, especially as far as new projects are concerned. Sometimes, they do not know how to react properly to information, or how to present their opinion, so that it is not considered as attack or picking holes in the question, especially if they are communicating with foreign manager. There is great emphasis put on results, not on the interpersonal relationships; the ability to work in group is appreciated, however. It is not required to respect the hierarchy, everybody call themselves by first names, the majority of the employees forms part of the same generation. With some of the other employees, Katarzyna maintains close relationships outside work.

- **Sex differences problems**

There is no difference in understanding the roles of men and women between different cultures. Sex is not important when assigning job, responsibilities or tasks. However, when it comes to everyday contacts, it is visible that among Poles the role of woman is perceived more traditionally. It does not affect the performance of the job. The respondent had both men and women as her boss and she does not prefer
any sex. The differences in cooperation with different people are, in her opinion, caused by features of personality or character.

- Other

Although Katarzyna appreciates cooperating with people of different nationalities, and she admits not to have problems with it, she does perceive some general differences in running the company. She cannot define them, nor describe. She spots the differences in philosophy of life and it can result from geographical position, history, Roman Catholic religion, which occupies important position in life of Polish people and which also influences the philosophy of life of those unbelieving.

5.6 Additional Courses, and Educational needs

Katarzyna thinks she is well-prepared for working with people of different cultural backgrounds, owing to her English skills, openness and tolerance. She did not attend any courses on cultural diversity, as the company does not offer any. She did attend, however, business English course, sponsored by the company. She thinks that it would be useful to have language courses, or courses connected with cultural communication and some which would inform about differences caused by different origins. The latter question that is informing about differences would be extremely useful for Polish employees. Foreign employees should, on the other hand, take courses on breaking the stereotypes so that they could overcome their stereotypes on a Polish employee. In order to improve contacts with clients, courses on communication and differences in etiquette – especially on what to avoid when cooperating with different groups of people, should be introduced.

As for Anna, she does not feel adequately prepared to work with people of different nationalities. She emphasizes that she has not got enough knowledge about cultural differences. According to her, both employees and managers would need training on these topics and on the best possible ways of behaviour and conflict solving.

5.7 Good and Bad Practices

Katarzyna highly appreciates cooperation with one of the Dutch clients, who she met in the Netherlands in the beginning of her employment in the company. Such close cooperation requires everyday mail and phone contacts. This acquaintance turned
into closer friendship; they talk on different topics, not only those connected with work and send each other Christmas cards.

Anna also values manners of her Dutch clients; they are polite, helpful and understanding.

Katarzyna mentioned one bad experience. One day she sent to her Dutch client’s employee an e-mail, in which she marked the most important data in red. It was really urgent, but the other person treated the red colour as impoliteness, assault. She received an answer with all the necessary data and a postscript saying: ‘Next time more politely, please’. The situation was then explained and the partner apologized.

Anna described a bad experience she had with one of the Dutch managers, who expressed his negative opinions on drunkenness of Poles.
General Summary

Perception of foreigners’ role in our country is mainly determined by Poles’ opinion concerning foreigners’ influence on labour market: Poles hope for investments, but they are afraid of about competition. For the past five years the meaning of economic issues related to preparation of profit and loss account has insignificantly decreased. Relations with people from different countries, their qualifications and experience are the most appreciated factors. People’s beliefs concerning that foreigner may be criminal are not common anymore. Nowadays, Poles are afraid of terrorist attacks. In legal sense foreigner is anyone who does not have polish citizenship.

Foreigners who live in Poland differ from each other – mainly in time and purpose of stay, legal status, country they come from and after all – social approach. Immigrants, who arrived to Poland to stay here for good, are a small group. At present there is about 64 thousands of foreigners – 40 thousands have permanent residence status. The same number of people works legally in Poland – usually those people are experienced and well-educated. However, the official information does not present the real situation of employment. According to approximate values, there are 600 to 900 thousands of employees who do not have settled status. Part of this group (it is not known how large it is) are not immigrants, but seasonal employees. Concurrently, Poland became refugees’ place of destination. For the real ones, but also for those who pretend to be persecuted. Definition of different categories of foreigners is usually unclear. Also social definition of Pole could be unclear as well – for example polish citizen whose parents were immigrants, could be perceived as a strangers because of the features like appearance or accent.

Detailed analysis of advantages for Poland related to foreigners’ arrival indicates two profits: investments and new work places.

Poles appreciate, that foreigners bring in the capital, start up business and offer new posts. Important benefit is also development of commerce, economic exchange and market’s supply. We also notice that influx of foreigners results in new technologies and economic systems. Foreigners invest in Poland, they are regular consumers,
who spend their money on services and polish products. They also pay taxes here, what undoubtedly is a great benefit for state budget. Poland became attractive country for tourists. Polish agrotouristic farms and health food became more attractive. It is possible to notice influence of foreign culture in moral sphere as well. Poles learn other norms of behaviour wilfully, they cook exotic dishes and interest in foreign folklore.

Dangers perceived in relation to presence of foreigners in Poland are mainly those related to labour market: foreigners can both – give and take the job. Another significant danger is illegal employment of foreigners and smuggling. In discussions threats related to state’s load appear subsequent threats from loads for state and citizens also: necessity of payment of social service and maintenance of immigrant. After terrorist attacks in other countries our relation to foreigners from Muslim countries have been deteriorated. Also in Poland we begun afraid of boosted delinquency and conflicts on religious background.

Immigrants are not too popular today, especially in rich countries. In Northern America and Western Europe inhibitors of particular countries has three different opinions about immigrants:

1) They arrived first of all for improvement of their economical situation.

2) They contribute to drop of revenue of this, who are inhabitants of given countries already, equal by taking work for lower payment, and by favours they are taking from insurance system of given country.

3) They became social „problem“ because of loads they provide for others, or because they will probably invade on way of slight or serious delinquency, or that they decline of their tradition and culture and they do not want to assimilate in countries, for which they arrived.

In Poland opinions about immigration and immigrants are contrary: on one hand Poles accept principle that citizens from at least some of countries should has right to arrive and stay in Poland, but on the other hand there is opinion that our country does not need this people. Poles underline value which is freedom of place of settlement choice, however they do not see interest in its introduction into practice.
Right for asylum for fugitives pursued politically does not wake up greater resistance. Majority of Polish society believe that foreigners, who has to leave country of his dating in order to they views or political activity, should has the right to stay in Poland.

During last five years in Poland acceptance for employee from abroad evident grows up. Percent of persons, who believe that every work should be in Poland available also for foreigners, grows up since 1992 year triple (from 9% to 31%).

Support for foreigners on our labour market is growing along with education. Among professional groups biggest acceptance for them on the labour market declares private owners of firms, what is obvious – they enlarged human resources for employment. White collars accept competition of foreigner’s eager than other employee. Mercenary workers, so potential competitors of foreigners on labour market; they frequently accept their in Poland than persons unemployed. Popularity of our labour market is confirmed by big amount of applications about right for longest stay in our country. It looked for it in last year 35 thousands of foreigners. Immigrants who legalize their stay in Poland are mainly citizens of rich states from Western Europe.

Although recently it is in Poland employed foreigners more and more, scale of this employment does not effect to significant manner situation on our labour market. In conversion on whole employed within year it does not surpass 1 percent of employee whole – as result from report prepared by national chamber of commerce and institute of public affairs. Foreigners working in Poland can be divided into two groups. To first belongs legally employee and taking high positions experts from states of Western Europe, USA, and recently also from Corea. Second group consist of low professional qualified persons mainly from Ukraine, Byelorussia, Russia and Vietnam, employee mostly illegally in construction, with home works, and so on.

Polish employers affirm, that employing foreigner, none limit capabilities to earning of Poles. Highly skilled foreigners are accepted for work, when it scants Poles proprietary definite professional ability. However the job which is executed by immigrants from East and payment they received for it, Poles are not interested for. It is necessary to remember too, that within last year for work in Sweden, Great Britain
and Ireland it has left near 100 thousand Poles already. Foreigners can fulfil this blank.

Globalisation of trade and labour markets along with dwindling Poland’s demographic potential, require elimination of borders which can be very difficult to conform to restriction measures and rigourist entrance regulations. Existing demographic situations as well as shortages of labour markets are essential elements supporting migration policy.

How multicultural labour market should look like? Beside facilitations to enter labour markets for specific categories of immigrants, i.e. well-qualified and seasonable workers, it is projected to create Immigration Portal, European Vocational Mobility Portal or European Scientific Mobility Portal, Among many proposals, it is projected to create immigration centres providing legal promotion of employment, supporting activities to find employment and dissemination of information on vocational mobility (i.e. student exchange programs) in EU countries.

To claim given economical purposes businessman has to employ workers with specific qualifications. Repeatedly it does not manage to find (to be placed) proper candidates on polish labour market. Solution in such situation is winning of employee having at disposal appropriate experience and out of our country acquaintance of foreign market.

Poland is intensively preparing for realization of common foundation of politics of European Union. It has started long way for correction of quality of life and economic development. Since a short time shows in Poland enhanced cooperation between sectors. Institutions at the nature private commonly act with public sector leaning by scientifically –educational units. Shows it distinctly in private publicly partnership (in summary PPP), which we define as cooperation between public unit and private subject, on agreement at the nature of commercial based. This notion is wide than privatization. It adopts different form. Does not have one good solution for different services and different conditions of operations.

Three basic elements:

- Tasks distribution (with proper allocation of stock)
• Risk distribution – business, market, operational, financial

• Potential benefit distribution

In general origin of TRP is searched in economic problems of years 70. in countries of market economies. Public units were ineffective in alleviating of social requirements; at considerable expenses quality of municipal services was scarce. It has appeared concept of “managerizm”: it is necessary to administer municipal units so how private concerns. They put a push on austerity, production capacity and efficiency in management public money. Beside accustoming new principles of management farming it grows up the role of private sector (firstly as a pattern for imitation, next as a partner).

TRP can include quite a lot of domains from sector of public services, in different phases of realisation given services or entertainments, for example: construction, extension, modernization, maintains, exploitation, managing, and so on. Thus it is not obliged to be treated only as next form of economic activity and perceived by prism of concrete, strictly records such or other acts. Just word “partnership” it does not mean, that it is question of sharing costs, participation in benefits, common risk or responsibility, though it does not exclude it too. If such community there was obvious we should call it participation in operations, ventures, publicly-private investments. Saying about somebody my partner in businesses, we do not mean necessarily e.g. our accomplice.

Sides, which decide on some match of partnership (especially business-social), should define principle and mutual rates. It is each time new, different idea, with its different manner of solution, but then dependent on concrete local conditionality, requirements, scale, capabilities, expectations etc. There is not company for realization of common interest of public and private partner - this is partnership of business interest with social requirements, so, no doubt, it requires particular adjustment very, but between partners, not authoritative imposed.

Realization of TRP in Poland should be preceded by local partnership, understand as cooperation of local government with local organizations of employers and businessmen. It would give base for construction of social dialog and common solving of local problems. Local partnership does not involve costs, if functioning as
cooperation between president/mayor and Economic Council consisted of leaders of local economic organizations, appointed as advisory body.

Result of cooperation between host of district and representatives of business could be: honest SWOT analysis of weak and strengths part and about chances and threats of region, but next strategy of regional development. These documents should then become material for construction of “socialized” Many Years Investment Plans and for creation of plan of spatial developing and appointment of direction of building. In my opinion talking about Public-Private Partnership without previously „remake” of local partnership it is like bypassing several classes in school education.

However, for most important task for development of publicly-private partnership in Poland I consider necessity of breaking of psychological barrier among officers, businessmen and local societies, creation of positive climate around operations of PPP and not introduction of acts, which will have records about fair distribution of risk, increment, benefits, responsibilities and order to function PPP on the force of pattern of agreement included in act.

Common features essential for each of sectors are first of all: good qualified stuff, able to operate in multicultural environment. Not less important are also legally transformations, restriction of bureaucracy, making procedures more easy and shorten period of waiting in offices. It is underlined by each of searched, independently of sector they are working in. Our country is driving to connections of effective international contacts and exchange of experiences. Poles need to get to know new technologies, organisational culture of enterprises, way of management and motivation of employee, and better ideas they want to implant in “polish ground”. Underlined is also willing of learning of foreign languages and of cultural exchange. All of these factors are commonly in each of sector.

We can find many differences in approach to employment and cooperation with foreigners. Very hard is to find good example of intercultural environment of work in public sector. As emphasized foreigners hardest is to get work in this sector, because they are confronted with lack of friendly attitude of officers, incompetence’s and anachronisms procedures dated from former system. In the units of public sector we can’t find good management system and innovative approach to new, international
reality. But we shouldn’t concern on bad sides of functioning of this sector only, because we can noted changes for better, however when compare with other sectors we seemed that it is slowly proceeding evolution. More and more institutions tend to dialog on international level, taking common operation for improvement of actual state. Control of highest organs under the administrative and government sections increased also. There are provided statistics and competitions for best operating units, and it’s results are appointed under public opinion. It is also hard to find in big agglomerations any public institution, without access to Internet or simple internet pages with elementary information about offered services and actual news involved.

Much more important became social dialog and public-privacy partnership. Sections of public sector eager cooperate on different planes with private and educational sector. Public school on medium and higher levels begins to entering in collaboration with enterprisers and private educational units. Universities and Polytechnics deal with researching projects commonly with private and state firms. Foreigners do not often participate in those enterprises. Of course there are scientists and lecturers of other nations, but it is real minority. It is hard to define in this sector better intercultural place, because this sector itself is in Poland marginal and is more and more loosing his meaning. It is not so flexible, as market required to. For not long ago multinational environments of work was several, mainly in health service and education. Today there are not much of such places. Doctors and nurses left Poland rather looking for more attractive conditions of payment and of professional development.

Greatest accumulation of foreigners in public sector we can find in academies. In here is possible exchange of ideas and opinions and scientific development. Scientists are willingly arriving for us, to work commonly under revolutionary theories, new solutions and concepts.

In educational sector almost everywhere we can indicate intercultural place, where representatives of different nations and cultures are connected. Usually nobody is surprised by difference or unknown styles of behaviour. Poland very quickly accepted multinationality in this branch and without problem has accommodated visitors from abroad. Here also recognised their place numerous of academic teachers. Alike in public education, they concern the same tasks and purposes. They has little bit
greater possibilities in order to greater donations from owners of this schools and
digger possibility of innovation in approach to teaching and professional
development.

Workplace that is attractive for foreigners is linguistic school. Poles not only want to
learn foreign languages, but they also want to know culture and customs of other
nations. Methods of practical teaching increase, people want to communicate without
problems; they do not want to learn according to “old and boring” system. Visiting
Poland they has not any problems with finding job and they are good working in
those units. Often their employers are also citizens from other countries, because
there is profitable for them to found own firm here. On the market there is need for
persons with not only English and German language, but also languages rare taught
before, like Hungarian, Dutch or Japanese.

Private sector is the most open one. Creation of international work environment at
this sector is easy. This sector proportionally takes the biggest part in progress of
state’s economy. Concerns with foreign capital as well as small and medium
companies that decide to enlarge their outlets, employ foreigners. We notice
constantly increasing demand for cost - cutting and recruitment of cheap labour,
especially from the former Soviet Union countries. At the same time there is
increasing demand for qualified management. Poland is the competitive place, where
people can run their own business and where the costs of running a company are
lower than in West Europe. Poles are good at preparing oriental dishes in small
gastronomic as well as in high-class, “exotic” restaurants. The international firms
open their local braches in Poland, creating thereby new work places. Foreigners,
who work in other units all over the world, are delegated to present the work system
to new employees, the organization culture and modus operandi. In this sector there
is the biggest percentage of illegally working foreigners, who are employed as casual
workers and who take the jobs which are reluctantly taken by Poles. This is the most
visible in agriculture, shipbuilding and trading. Also foreigners, who didn’t get work
permit, can harness the legal loophole in polish law to set up the company as natural
person and to employ themselves. Identification card, habitual residence abroad and
in Poland, and the small fare less than 300 Euro as well are necessary for
incorporation. This kind of business is mainly incorporated by people from Ukraine;
there are also firms which are run by citizens from African republics too. The subject of their business is usually house-to-house trade. Foreigners, who harness the legal loophole, act legally.

To sum up, the private sector is the one where international place of work may be indicated. Foreigners who work for international companies do not complain about language problems or discrimination. They are part of the whole team. It is hard to say who comes from other country than Poland. Communication with others is rather easy – polish employees take language test as part of recruitment process. They need to prove their fluency in foreign languages. Companies concentrate on actions and realization of planned projects. Employers appreciate their workers’ experience and qualifications. They do not pay attention to employees’ nationality.

Although Central Europe was historically a region of different nationalities, multiethnic, variegated in cultural and religious way, the II World War and real socialism limited its multiculturalism through the elimination of several ethnic minorities, less or more successful assimilation of others, creation of migration’s barriers. Many people have never had contact with people brought up in different culture, with different colour of skin, believing in different religions. However transformation of system and European integration results in decrease of barriers for migration. Arriving of people from strange cultures to countries of Central Europe is still limited process, but increasing.
List of Essential Institutions

- Ministry of Internal Affairs and Administration, Migration Policy Department
- Office for Repatriation and Aliens
- Ministry of Labour and Social Policy, Support and Social Integration Department, Labour Market Department, Migration Department (Employee Flow Department)
- Ministry of Education and Science
- Bureau for Academic Recognition and International Exchange
- IOM – International Organization for Migration
- Ministry of Foreign Affairs, Consular and Polish Colony Department, UNHCR, Representative Office in Poland
- Office of the Committee of European Integration, Analysis and Strategy Department
- Caritas Poland
- Polish Information and Foreign Investment Agency
- La Strada Foundation
- Middle European Forum of Migration Studies A-VENIR
- Public Matters Institute Polish Humanitarian Action

Offices legalizing foreigners’ residence

Citizenship and Migration Affairs Departments of Provincial Offices:

- Dolnośląski Provincial Office in Wroclaw
Powstańców Warszawy Square 1
50-951 Wroclaw
tel. (71) 340 65 17

- Kujawsko-Pomorski Provincial Office
  in Bydgoszcz  Jagiellońska street 3
  85-950 Bydgoszcz
tel. (52) 349 72 40, 41,42

- Lubelski Provincial Office
  in Lublin  Północna street 3
  20-914 Lublin
tel. (81) 747 73 92
  (81) 747 73 46

- Lubuski Provincial Office
  in Gorzów Wielkopolski
  Jagiellończyka street 13
  66-400 Gorzów Wielkopolski
tel. (95) 721 56 47
  (95) 721 53 84

- Łódzki Provincial Office
  in Lodz
  Piotrkowska street 103
  90-452 Łódź
tel. (42) 639 96 41
  (42) 630 64 61 ext. 304, 308, 321, 322, 323

- Małopolski Provincial Office
in Cracow
Saint Sebastian street 9-11
31-049 Cracow
tel. (12) 422 09 13

- Mazowiecki Provincial Office
  in Warsaw
  Bankowy Square 3/5
  00-950 Warszawa
tel. (22) 695 69 99

- Opolski Provincial Office
  In Opole
  Piastowska street 14
  45-082 Opole
tel. (77) 452 43 05
  (77) 452 43 49

- Podkarpacki Provincial Office
  in Rzeszow
  Grunwaldzka street 15
  35-959 Rzeszów
tel. (17) 862 75 11 ext. 1312

- Podlaski Provincial Office
  in Bialystok
  Mickiewicza street 3
  15-213 Bialystok
tel. (85) 743 94 32
(85) 732 92 53

- Pomorski Provincial Office
  in Gdansk
  Okopowa street 21/27
  80-810 Gdansk
  tel. (58) 302 55 32
  (58) 307 71 20

- Śląski Provincial Office
  in Katowice
  Jagiellońska street 25
  40-032 Katowice
  tel. (32) 207 73 26
  (32) 255 27 77 ext. 326

- Świętokrzyski Provincial Office
  in Kielce
  IX Wieków Kielc Alley 3
  25-516 Kielce
  tel. (41) 342 15 70
  (41) 342 14 11
  (41) 345 75 53

- Warmińsko-Mazurski Provincial Office
  in Olsztyn
  Marszałka Józefa Piłsudskiego street 7/9
  10-575 Olsztyn
  tel. (89) 527 50 19
(89) 523 23 62

- Wielkopolski Provincial Office
  in Poznan
  Wolności Square 17
  61-713 Poznań
  tel. (61) 854 15 85

- Zachodniopomorski Provincial Office
  in Szczecin
  Wały Chrobrego street 4
  70-502 Szczecin
  tel. (91) 430 37 28
  (91) 430 36 91

Institutions granting work allowances for foreigners

2. Dolnośląski Provincial Office - www.duw.gov.pl
   Social Policy Department
   Powstańców Warszawy 1 Square, Wroclaw
   tel. (071) 340 67 77

   Social Policy Department
   Jagiellońska street 3, Bydgoszcz
   tel. (052) 349 76 80

4. Lubelski Provincial Office - www.lublin.uw.gov.pl
   Social Policy Department
Spokojna street 4, Lublin
tel. (081) 742 47 83

5. Lubuski Provincial Office - www.wojewodalubuski.pl
Social Policy Department
Jagiellończyka street 8, Gorzow Wielkopolski
tel. (095) 721 53 45

Migration and Citizen Affair Department
Piotrkowska street 103, Lodz
tel. (042) 664 17 48

Social Policy Department
Basztowa street 22, Cracow
tel. (012) 422 73 05

7. Provincial Employment Office in Warsaw - www.wup.mazowsze.pl
Młynarska street 16, Warszawa
tel. (022) 631 22 15, 631 22 16, 631 22 17

8. Opolski Provincial Office - www.opole.uw.gov.pl
Social Policy Department
Piastowska street 14, Opole
tel. (077) 452 45 21

2. Podkarpacki Provincial Office - www.uw.rzeszow.pl
Social Policy Department
Grunwaldzka street 15, Rzeszów
tel. (017) 867 13 10
3. Podlaski Provincial Office - www.bialystok.uw.gov.pl
   Social Policy Department
   Mickiewicza street 3, Białystok
   tel. (085) 743 94 78

4. Pomorski Provincial Office - www.gdansk.uw.gov.pl
   Social Policy Department
   Okopowa street 21/27, Gdańsk
   tel. (058) 307 74 66

5. Śląski Provincial Office - www.katowice.uw.gov.pl
   Social Policy Department
   Powstańców street 41a, Katowice
   tel. (032) 207 78 59

6. Świętokrzyski Provincial Office - www.kielce.uw.gov.pl
   Social Policy Department
   IX Wieków Kielc Alley 3, Kielce
   tel. (041) 342 16 85

7. Warmińsko-Mazurski Provincial Office - www.uw.olsztyn.pl
   Social Policy Department
   Marszałka Józefa Piłsudskiego Alley 7/9, Olsztyn
   tel. (089) 523 24 29

8. Wielkopolski Provincial Office - www.poznan.uw.gov.pl
   Social Policy Department
   Niepodległości Alley 16/18, Poznań
   tel. (061) 854 16 54

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5. Foreigners’ Protection on territory of Poland Act, 13 June 2003 (Journal of Acts No 128, item 1176, in 2004 No 96, item 959, No 173, item 1808 and No 210, item 2135, in 2005 No 90, item 757 and No 94, item 788)

6. Entrance to Republic of Poland, Residence and Departure of EU member countries citizens and their families Act, 14 July 2006 (Journal of Acts No 144, item 1043)).


8. National Court Register Act, 20 August 1997


All, presented above, law regulations can be found on lower house of parliament web-site: www.sejm.gov.pl
This National Report includes:

- An analysis of immigration to Poland
- 5 case studies on intercultural workplaces in Poland
- Recommendations on how to improve communication and cooperation at the intercultural workplace

See also the National Reports for:

- Bulgaria
- Finland
- Germany: State of Mecklenburg-Vorpommern
- Greece
- Ireland
- Italy
- Norway
- Sweden
- United Kingdom

Other planned project outcomes:

- Trans-national sector-specific information booklets
- Training materials (Video, DVD)
- European database with information relevant for intercultural communication
- Diploma course “the European Intercultural Workplace”

Website: www.eiworkplace.net