

## POLAND

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### 1. CULTURAL EMPLOYMENT IN FIGURES (2005)

Total employment		Cultural employment		Cultural employment in %
13 947 000		231 300		1,7%
Employed	Self-employed	Employed	Self-employed	
87,8%	12,2%	80,9%	19,1%	

Source: EUROSTAT, EU Labor Force Survey, 2005.

### 2. RECENT DEBATES ON THE MOBILITY OF CULTURAL PROFESSIONALS

- In most cases debates about mobility promotion began in 2006 during the European Year of Workers' Mobility. Recently, the debates are organised mainly by public institutions (Ministries, Universities) as well as Polish and foreign non-governmental organisations.
- In the 1990s the brain drain phenomenon was intensively discussed by the public. The migration of trained and talented professionals was in most cases connected with a change of permanent place of residence. The debates mainly concerned negative effects of migration, especially when the individuals gained education in Poland, leave the country and do not return.
- The „Brain Drain – Brain Gain” debate was an issue of heated debate in many Polish cities as e.g. Czestochowa and Wroclaw. These debates revolved mainly around advantages and disadvantages of mobility. Not only negative aspects of professional outflow (brain waste) were addressed. Emphasis was also placed on specific advantages, e.g. that brain drain can meet diverse market needs and provide opportunities for professional development.
- The Lower Silesian Centre of Strategic Studies (NGO) is actively engaged in discussions about mobility promotion. Some of the main topics addressed in their debates are: opportunities and expectations connected with going abroad, the need to acquire knowledge before going abroad, regional development in face of global mobility and employment with a perspective toward 2015, reconciliation of national identity with European identity in the face of global mobility, etc.
- On 22nd November 2007 an open lecture and discussion under the title „European Work Mobility” was organised by the Regional Labour Office in Cracow. The main aim of the debate was to inform the public about possibilities of working, gaining education and taking up apprenticeships in the EU countries. It was said that in Poland there is a need of greater information on possibilities of employing workers from other countries.
- On 5th March 2008 the association La Maison de la Ville de Saint-Étienne in Katowice organised a conference „Mobility in Europe - your chance for professional success”. The main topics were: mobility of youth, scholarships and apprenticeships, job offers and how to overcome stereotypes through intercultural communication.

### 3. MAIN TYPES OF MOBILITY SCHEMES

Type of mobility schemes	<b>Outgoing</b> Schemes available in the country for nationals/residents (-N)	<b>Incoming</b> Schemes to bring foreign cultural professionals (FCPs) into the country (-F)
Artists / writers residencies ( <b>AR</b> )	<b>XX</b>	<b>X</b>
Event participation grants ( <b>EP</b> )	<b>X</b>	<b>X</b>
Scholarships for further / postgraduate training courses ( <b>FT</b> )	<b>X</b>	--
"Go and see" or short-term exploration grants ( <b>GS</b> )	--	<b>X</b>
Market development grants ( <b>MD</b> )	<b>X</b>	--
Support for the participation of professionals in trans-national networking ( <b>NW</b> )	<b>X</b>	<b>X</b>
Project or production grants ( <b>PR</b> )	<b>X</b>	<b>X</b>
"Research" grants or scholarships ( <b>RS</b> )	<b>X</b>	<b>X</b>
Touring incentives for groups ( <b>TO</b> )	--	--

### 4. MOBILITY SCHEMES: IMPORTANT EXAMPLES

#### NB:

- The schemes below are classified according to whether they target nationals/residents or foreign cultural professionals
- Those marked with an \* are open to both nationals/residents and foreign cultural professionals

#### 4.1 Outgoing schemes available for nationals/residents

##### \*Artists in Residence Programme of Pro Helvetia

(<http://www.prohelvetia.pl/index.php?id=36&L=2>)

Objective: To provide residency programme.

Administered by: Pro Helvetia Arts Council of Switzerland (Warsaw branch)

Type of scheme: AR-N / AR-F

Main destination: Switzerland

Funding: Possibility of a three-week to six-month residence.  
Funding data is not available.

Eligibility: Nationality: Czech, Estonian, Hungarian, Latvian, Lithuanian, Polish, Slovakian;  
Profession: artists and professional cultural practitioners in a wide scope (including administrators, choreographers, authors, critics, translators, technicians, etc.);  
Other: artists applying for a residency must have a convincing track record in the arts; are not yet established on the international scene; and have requisite language skills.

##### Polish Culture around the World (presenting Polish culture abroad)

(<http://www.iam.pl/en/site/projekty/>)

Objective: To promote Polish culture and Polish creators abroad.

Administered by: Adam Mickiewicz Institute

Type of scheme: NW-N, EP-N

Main destination: worldwide

Funding: Funding data is not available.

Eligibility: Nationality: Only for Polish;  
Profession: creators and artists;

## **Grants for foreign trips for young researchers**

[\(http://www.umk.pl/en/\)](http://www.umk.pl/en/)

Objective: To support the travel of young researchers abroad.

Administered by: Nicolas Copernicus University in Torun

Type of scheme: FT-N, RS-N

Main destination: not precised.

Funding: Trips are from 2 weeks to 2 months.  
Funding data is not available.

Eligibility: Nationality: Only for Polish;  
Profession: artists and researchers (only those working for the Nicolas Copernicus University);  
Other: professional track record in the arts, research; list of professional achievements; tutor's recommendation; scope and objective of research; confirmation from hosting foreign institution that it is ready to admit an applicant.

## **\*Artists residencies of the International Visegrad Fund (IVF)**

[\(http://www.visegradfund.org/\)](http://www.visegradfund.org/)

Objective: To promote development of closer cooperation among the V4 countries through supporting common cultural, scientific and educational projects, exchanges between young people, cross-border cooperation and tourism promotion. Programme created for the purpose of facilitating artistic exchanges.

Administered by: Conference of the Ministers of Foreign Affairs and the Council of Ambassadors

Type of scheme: AR-N / AR-F

Main destination: V4 countries: Czech Republic, Hungary, Poland, and Slovak Republic .

Funding: Year: 2008  
Selected artists receive a residency fee of EUR 750 per month and the host organisation receives an additional EUR 750 per month to cover expenses related. The supported period of residency is 3 months.

Eligibility: Nationality: Only for Czech, Hungarian, Polish, Slovakian artists;  
Profession: Artists from all artistic fields;  
Other: The residency projects must be implemented in one of the V4 countries other than that of the artist's residence.

## **\*Operation Project Development Programme: Priority I - Development**

<http://www.pisf.pl>

Objective: To provide support for the development of film projects.

Administered by: Polish Film Institute

Type of scheme: PR-N / PR-F

Main destination: Poland, Germany

Funding: Grants in a form of interest-free loan (max. 30 000 EUR).

Eligibility: Nationality: German and Polish  
Profession: Film producers (2 film producers at least one from Germany and one from Poland must conclude a contract);  
Other: film producer contribution must be at least 30%; development of feature, animation films and creative documentaries.

## **\*Cultural cooperation programme between Alsace and the Region of Lower Silesia in Poland**

(<http://www.region-alsace.eu/> ; <http://www.umwd.dolnyslask.pl/>)

Objective:	Cultural cooperation
Administered by:	The Regional Council of Alsace and Voivodeship of Lower Silesia
Type of scheme:	NW-N / NW-F
Main destination:	France, Poland
Funding:	Duration: all projects are conducted in the framework of 3-year cooperation agreement between these countries.
Eligibility:	Age: Under 30 years old; Nationality: For French and Polish artists; Profession: For artists in the field of fine arts, audiovisual activities and heritage; Other: good command of English, French or German; graduates of the Academy of Fine Arts; documented achievements in visual arts.

## **Cultural Exchange Fund**

(<http://fwk.mkidn.gov.pl/strony/108.description.html?LG=2>)

Objective:	Devoted to cooperation between Poland and Donor States in the field of culture, including music, acting and literature
Administered by:	The Ministry of Culture and National Heritage
Type of scheme:	EP-N, NW-N / EP-F, NW-F
Main destination:	Iceland, Liechtenstein, Norway, Poland
Funding:	10% of own contribution; duration: max. 24 months. There is no min. period.
Eligibility:	Nationality: Icelandic, Liechtensteinian, Norwegian, Polish Profession: For individual artists, creators, cultural animators, technicians; Other: cooperation with at least one of the Donor States (Iceland, Liechtenstein, Norway) is required; the cooperation has to be confirmed by a letter of intent or partnership contract.

## **Cultural and Scientific Cooperation Programme**

(<http://www.mkidn.gov.pl>)

Objective:	To provide foreign scholarships
Administered by:	Ministry of Culture and National Heritage
Type of scheme:	FT-N
Main destination:	worldwide
Funding:	Funding data is not available.
Eligibility:	Age: Under 35 years old; Nationality: Only for Polish artists and cultural workers Profession: Artists and cultural workers from all fields (Polish arts universities' and academies' graduates); Other: Candidates can apply for the scholarship in only one country; a language certificate and two letters of recommendation from professors of the arts university or academy are required.

## 4.2 Incoming schemes available for foreign cultural professionals

### Art Factory International Artist Residence Programme in Bialystok

<http://www.myspace.com/artfactorybialystok>

Objective: Programme dedicated to the international exchange of artists  
Administered by: The Workshop Gallery, Bialystok  
Type of scheme: AR-F, GS-F  
Main destination: Poland  
Funding: Duration: 8 weeks; studio space and accommodation provided; the latter in university residence or with a host family; artists organise meals, materials, and transportation themselves.  
Eligibility: Nationality: For American, Israeli and citizens from all European countries;  
Profession: professional artists, writers, designers at any stage at their career.

### Homines Urbani

[http://www.villa.org.pl/e\\_index.php](http://www.villa.org.pl/e_index.php)

Objective: To provide scholarships and residency programmes.  
Administered by: Villa Decius Association  
Type of scheme: AR-F  
Main destination: Poland  
Funding: 2007: scholarships covered accommodation costs. Monthly stipend was ca. 880 EUR.  
Eligibility: Age: Up to 35 years old for residencies of 3 months (Spring and Autumn placements). In the case of other stays there is no age limit;  
Nationality: Austrian, Belorussian, Czech, German, Polish, Slovakian, Swiss, Ukrainian;  
Professions: Writers, translators.

### Ujazdowski Castle Artists-In-Residences Programme

[http://www.csw.art.pl/a-i-r/index\\_e.html](http://www.csw.art.pl/a-i-r/index_e.html)

Objective: First permanent arts residency programme in Poland with an international focus.  
Administered by: Centre for Contemporary Art in Ujazdowski Castle  
Type of scheme: AR-F, RS-F  
Main destination: Poland  
Funding: No information  
Eligibility: Nationality: For citizens of all European countries, American, Canadian;  
Profession: Visual arts artists;  
Other: Artists are selected by Polish curators.

### Scholarship Programme "Gaude Polonia"

<http://nck.gensys.pl/gaudepolonia.xml>

Objective: Artists, academics and translators should learn about Polish contemporary culture and improve their skills under the direction of Poland's most famous people of culture.  
Administered by: Ministry of Culture and National Heritage  
Type of scheme: RS-F, FT-F  
Main destination: Poland  
Funding: Scholarship: about 610 EUR per month; duration: 6 months (1st February to 31st July).  
Eligibility: Age: Under 40 years old;  
Nationality: Citizens of Central and Eastern European countries;  
Profession: Artists, translators, academics;  
Other: Higher education; elementary knowledge of Polish.