

Ethnic Entrepreneurship

The case of Wrocław (Poland)

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Wrocław, April 2010

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0 Foreword

This report is a part of the Eurofound project „Cities for Local Integration Policy“ (CLIP), which started in 2006. Wrocław is one of the 30 European cities that cooperate in a European network on exchanging information on their Integration Policies. The network implements thematic modules for its research. The first module started on the issue of housing, the second focused on diversity, the third analyzed the intercultural policies and intergroup relations and finally the fourth has been concentrating on ethnic entrepreneurship.

The project aims at collecting and analysing innovative policies and their successful implementation at the local level, supporting the exchange of experiences between cities and at encouraging a learning process within the network of cities. It addresses the role of social partners, NGO's, companies and voluntary associations in supporting successful integration policies and aims at providing objective assessment of current practice and initiatives as well as discussing their transferability, communicating good practice to other cities in Europe, leading to guidelines to help cities to cope more effectively with the challenge of integrating migrants. Another goal is supporting the further development of a European integration policy by communicating the policy relevant experiences and outputs of the network to: European organizations of cities and local, regional authorities, the European and national organizations of social partners, the Council of Europe and the various institutions of the European Union.

The CLIP network is also a cooperation endeavour between cities and research institutes. Six research institutes (EFMS Bamberg, IMES Amsterdam, Austrian Academy of Science, FIERI Turin, CMPR Swansea and the Institute of International Studies Wrocław) are implementing the research of the CLIP project. The researchers of the Institute of International Studies are responsible for this report of Wrocław. I would like to thank all the interviewees for the time they have devoted to me and Mr. Włodzimierz Patalas from the Municipality of Wrocław for his support.

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July 2010, Wrocław

1 Introduction

The fourth module of the CLIP network focuses on ethnic entrepreneurship, its role in the local economy and the policy created to facilitate setting up and developing small and medium sized businesses. “Following the ‘mixed embeddedness’ logic, as has been explained in the Concept Paper by Jan Rath, it is posited that various components of urban economy interact to produce a complex but also dynamic ecological system, dramatically affecting the political economy of cities and in so doing, entrepreneurial opportunities. The study therefore focuses on the emergence of ethnic entrepreneurs in the sectors and cities involved and the role of governmental and non-governmental regulations in it. The basic research questions are:

- A. What are the characteristics of the urban economy and which openings have emerged in a number of cities since 1980? How has the political economy of these cities evolved? More specifically, what has been the development of the SME sector in general in terms of number of businesses, volume of workforce, value of sales, variety of products, and market segmentation, and what has been i) the spatial distribution, ii) the distribution over the various sectors of the urban economy, and iii) the ethnic, gender and age composition?
- B. What kind of profiles of ethnic entrepreneurship can be identified? How does the emergence of ethnic entrepreneurship fit into the specific dynamics of the wider urban economy? Which general and specific barriers do ethnic entrepreneurs encounter, and what are their competitive advantages? What are the structural determinants of the observed trends? What are the employment effects of ethnic business? How many and what quality of job have been generated on the local labor market?
- C. What state and non-state rules and regulations govern the SME sector in general and the ethnic SME sector in particular at the national and local levels and how have they shaped ethnic minorities’ self-employment trajectories? How have policy debates and interventions on (ethnic) entrepreneurship influenced the emergence of entrepreneurial opportunities—real or discursive—and further development of ethnic businesses? What policies can be found supporting the access to employment for migrants in ethnic businesses?”¹

The reports from the cities are based on existing data, already done research in this field and information from the Common Reporting Scheme collected by the cities as well as the field visit and interviews with the actors involved.

¹ J. Rath, *Ethnic entrepreneurship, Concept paper for fourth module of CLIP*, November 2009.

2 Background information of the city

Wrocław is the capital of the Lower Silesia region and the fourth largest city in Poland with 634 thousand inhabitants in the city and approximately 1 million in the agglomeration. In terms of a geographical location, the city authority in its documents often alludes to the term *genius loci*, meaning the close distance to 5 European capital cities (see Figure 1). The city's thousand-year tradition stems from a variety of nations, religions and cultures. In its history, the city of Wrocław (Breslau, Vratislavia) was inhabited by a number of nationalities (Germans, Czechs, Poles, Jews) and was an important historical capital of Silesia. The city was lost by some sovereigns and regained by others; and the diverse cultures and traditions had left their mark on the city. For a long time, Wrocław had been a peaceful home to different religions (Catholicism, Protestantism, Orthodox Church and Judaism). The historic district in the city centre, called The Quarter of Four Religions, is invariably the effect of this period. After the dramatic experiences of the WWII, the populace of Wrocław changed completely in the process of post-war resettlement of people due to border changes in this part of Europe. The German city of Breslau was transformed into the Polish city of Wrocław. After the transformation in 1989 the city authorities started to create a local identity and the feeling of belonging to the city based on the different traditions and cultures being a part of its history.

Figure 1: Location of the city of Wrocław.



Source: ARAW 2008.

Wrocław has undergone different structural, political and social changes in the last 20 years as a result of the political transformation from communism to market economy and democracy. It is important to mention that in contrast to other Polish cities, in the last 20 years, Wrocław was governed by the same political group and the strategy of development was realized without any dramatic changes. The strategy of building the image of Wrocław as a friendly, open city, “the meeting place” has also been realized on a continuous basis. There are two messages in the local level policy in Wrocław: development of an economy based on investments (mainly foreign direct investments) and local identity building process, creating a friendly place for both locals and people from outside the city.

Currently, Wrocław is one of the fast-developing cities in Poland. In recent years, many economic and political factors have contributed to the increase in foreign direct investments in the agglomeration and the decrease of the unemployment rate (see table below).

Table 1. Registered unemployed persons.

Year	2000	2007	2008
Total	21731	13544	10614
Of which females	12760	7680	5998
Unemployment rate in %	7.3	4.5	3.5

Source: Statistical Office in Wrocław 2009.

Due to its convenient location, close to Germany, Czech Republic and the A4 motorway connecting Germany with Ukraine, Wrocław may become the leading logistics center in this part of Europe. Table 2 illustrates the 10 largest investments in the agglomeration of Wrocław. Apart from the factories of diverse businesses there has been growth in the knowledge-based sector. The big companies, Hewlett Packard, Google, UPS, Siemens, to name just a few, opened their branches in Wrocław.

Table 2. The largest investments in the Agglomeration of Wrocław.

Investor	Investment (mln euro)	Country of origin	Sector
Allied Irish Bank	750	Ireland	Banking

Credit Agricole	740	France	Banking, Finance
Electricite de France International	600	France	Heating
LG Philips LCD	430	Korea	Consumer Electronics
LC Corp	400	Poland	Real Estate
Toyota	250	Japan	Automotive
Prologis	125	USA	Logistics
Heasung Electronics	120	Korea	Consumer Electronic
LG Electronic	105	Korea	Consumer Electronics, White Goods
Echo Investments	100	Poland	Real Estate

Source: ARAW 2008

In connection with the economic situation after EU accession, it is important to emphasize that due to the growth of cheap flight connections, Wrocław has experienced a tourist boom. In 2006, approximately 2 million foreign tourists visited the city (3rd place after Warsaw and Cracow) which contributed to the decline of unemployment in the city as well. The city of Wrocław in the last 20 years has invested in the cultural life supporting different forms of cultural events like opera performances, theater and cinema reviews.

3. The urban economy in general

3.1 Historical development of urban economy

After the transformation in 1989 and the collapse of communism in Poland, the state went through structural and socio-economic changes very rapidly. First of all, the economic system was changed into a market economy and the private sector with the SME's started to build up its importance. In an economy which was undergoing deep reforms after many years of central planning, setting up a business was a very risky task but thousands of entrepreneurs took the chance. However, they had to struggle with the corrupt bureaucracy, unclear legal system and bank loans which were unobtainable by most of the entrepreneurs. In the communist Poland majority of the working population was employed in industries. Starting from early 1990s, this division has changed with the decrease of employment in industry and increase of employment in the private sector, mainly in services. The big state companies closed down which affected the increase in unemployment. From the mid 1990s, the local government of the city of Wrocław put an emphasis on the winning of foreign investors as a catalyst for local economic development and reduction of high unemployment. In case of the agglomeration of Wrocław, some specific factors were important

for the foreign direct investments: firstly the geographical location, close to Germany, Czech Republic and the crossroads from Western Europe to Eastern Europe (Ukraine, Belarus) and from Northern Poland to Southern Europe, secondly a stable political situation in the city (same political group in power in the last 20 year, which was surely an exception in the young democracies in the CEE countries), and lastly the local authorities attempts in creating an investment friendly atmosphere. The department responsible for contacts with potential investors was for a long time a part of the city administration structure. In order to improve the custom approach to investors, in 2006, the city authority established the Wrocław Agglomeration Development Agency as a partnership of the local governments. The role of the agency was to stimulate economic growth and to attract investors to the region. As can be exemplified by the mission of the agency, as mentioned on its official website: "for strategic investors, the City of Wrocław is able to:

- Appoint a Personal Project manager to guide investors throughout all procedures
 - Provide exemption from property tax
 - Assure a professional recruitment process together with the Local Labour Office
 - Initiate and support collaboration between Wrocław business and academic centers."
- (ARAW 2008).

In the last 10 years, the city authorities have been promoting the knowledge-based economy, attempting in forging cooperation between universities and big companies located in the agglomeration of Wrocław. Wrocław is an academic city with a lot of universities and high schools. From the initiative of the city of Wrocław, foreign companies started to cooperate with the high schools in many different projects. The first action addressed to migrants was organized by the city authority in cooperation with its universities and Hewlett Packard (the company was looking for qualified workers for future development) in 7 Ukrainian cities. The campaign encompassed 100 billboards, 50 citilights and a website in the Ukrainian language- www.teperwroclaw.pl. These events were to encourage young people to study in Wrocław and to find a place to work and live here in the future. The campaign began in December 2006 and with some modifications was continued in 2008. In January, 2008, the City of Wrocław signed a cooperation agreement with the universities of Wrocław on the collaboration in promotion of study in Wrocław among potential students from Central and Eastern Europe, mainly from Ukraine, Belarus and Moldova. These kinds of recruitment campaigns have been important for the investors in Wrocław due to the post-accession outflow from the labour market of Wrocław. Some companies like LG Philips faced problems with recruitment due to this process.

3.2 Main industries and services

As already mentioned, in the last 20 years, Poland and Wrocław have moved from the industry-based, central planning economy which was characteristic of communist countries, to a market economy. There was a significant increase in SME's in the service sector and according to experts and interviewees; this sector is going to develop in the coming years in order to reach a comparable level with other European cities. At present, due to the foreign direct investments the following industries are the driving factors for the local economy: information technology, financial services, and automotive production. Another growing sector is construction where foreign investments are visible as well. The sector of hotels, restaurants, bars and entertainment has been building up in the city from almost zero level which means a rapid growth.

3.3 Size of workforce

In the year 2009, the number of citizens of Wrocław consisted of 632.2 thousand which makes 22% of the total population of the Lower Silesia region. At that time for 100 people in working age there were 51 in the post-working age which is a higher in comparison with other cities of the European Union. The unemployment rate at the end of 2008 was at a low level of 3.5%, which was a result of booming economy after Poland's EU accession. In the end of 2009, the level of unemployment in the city increased and reached 4.8% which was influenced by the global economic crisis. In the last two years the highest increase of employment was noticed in the following sectors: real estate, logistic, services- restaurant, hotels, construction.²

Table 3. Population of Wrocław, year 2000, 2007, 2008.

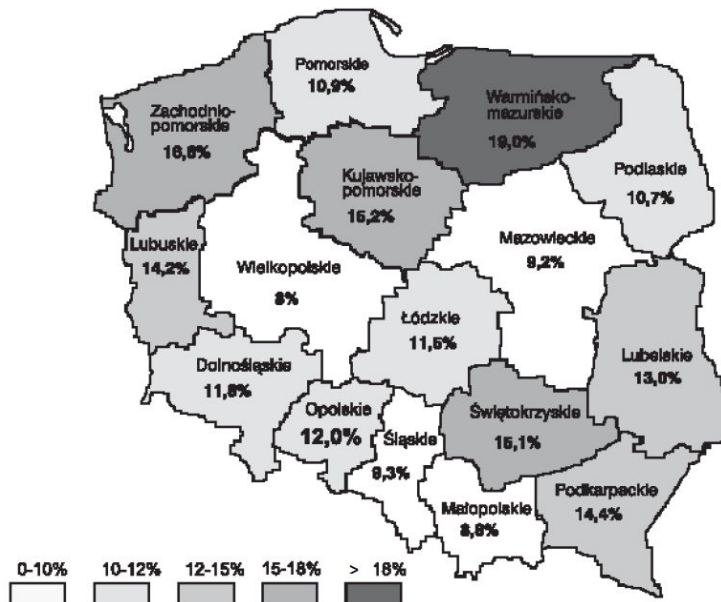
Year	2000	2007	2008
Total in thousand	640.6	632.9	632.2
Males	301.5	295.6	295.0
Females	339.1	337.3	337.1
Pre-working age	117.6	93.2	92.7
Working age	414.3	422.9	420.5
Post-working age	108.7	116.9	119.0

Source: Statistical Office in Wrocław 2009.

Comparing the unemployment in Wrocław and the level of unemployment in the whole Lower Silesia region, it must be stressed, the low level of unemployment is characteristic for the city and agglomeration while other parts of the region suffer from the higher unemployment, mainly in the rural areas (in the communism time big public farms) and former coal mine areas, which due to the structural changes in the economy were closed down. In general, the unemployment in the region is on about 11% level. To compare this with other regions in Poland see figure 2.

² Statistical Office in Wrocław, *Wrocław- socio-economic situation, 3th quarter of 2009*, Wrocław 2010.

Figure 2. Unemployment rate in Poland.



Source: Statistical Office 2009

3.4 Characteristics of the workforce

In the mid of 2009, the working population of Wrocław was 419.478, of which there were 211.385 men (aged 18-64) and 208.093 women (aged 18-59). As mentioned above, the increase in employment in the last 3 years applies to construction, services, real estate and logistics and decrease in unemployment was related to administration and industry. Table 4 presents the number of employed persons in the various sectors of the economy in Wrocław.

Table 4. Employed persons in national economy as of 31st XII 2008 (concerns economic entities employing more than 9 persons; excluding private farmers, by actual workplace).

Year	2000	2007	2008
Total	200260	211156	234481
Industry	42958	38941	40778
Construction	17904	12447	13860
Trade	24121	34652	35109
Hotels and restaurants	4015	4407	5236
Transport, storage and communication	16787	17135	15915
Financial intermediation	9484	11817	18988
Real estate, renting and business activities	21556	27876	39234
Public administration	10953	14372	14517
Education	24608	26712	26924
Health and social welfare	21869	16941	17735

Other community, social and personal services	5276	5148	5432
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Source: own elaboration based on Statistical Office in Wrocław 2009.

3.5 Development of small and medium sized businesses (SMEs)

As already mentioned, the development of SME's sector was strongly related to the change in the political and economical system in Poland after 1989. According to European Commission: "there are approximately 37 SMEs per 1000 inhabitants in Poland, which is more or less in conformity with the EU-27 average. Nevertheless available data suggests that Polish SMEs do not reach the same relative importance that their peers elsewhere in Europe. Although in employment terms they offer relatively more jobs than the EU-average, their share in the country's overall value-added creation is substantially lower than the EU-average. The less favourable figures refer to the micro and small business segments, while the medium-sized business segment matches the EU-average."³

Table 5. Entities of the national economy by number of employees as of 31 XII 2008.

Year	2001	2007	2008
Total	90622	93781	95602
9 people and less	87697	90273	91951
10-49	2122	2748	2850
50-249	620	609	641
250-999	155	117	129

Source: own elaboration based on Statistical Office in Wrocław 2009.

It is important to add that the relatively short history of the Polish market economy and the rapid change from the planned economy with deep reforms in all sectors of entrepreneurial life, makes it impossible to compare Western European urban economies with cities from the CEE region. According to experts from OECD: "In comparison with more established EU member states, private enterprises in Poland are significantly smaller in size, with a vast majority of microenterprises and very few firms that are technology based and/or engaged in high value added activity."

From the beginning of the 1990s there was a boom in the development of business education on different levels due to the expansion of the private sector which attracted young people aiming at a quick career and big money. Business education still attracts many young people but based on indicators presented by the European Commission, there has been no impact on developing entrepreneurial attitudes.⁴

³ European Commission,

⁴ ibidem

Figure 2 Number of active SME's per 1 000 inhabitants in Polish voievodships (2007).



Source: PARP 2008.

3.6 Sectoral and spatial distribution of SMEs

As already mentioned, the sectors employing the most people are in the case of Wrocław, constructions, trade, real estate and business activities. The data is presented in the table 6.

Table 6. Entities of national economy by sections in 2008.

Section of economy	Percentage
Industry	7.8
Construction	10.3
Trade	26.5
Hotels and restaurants	2.2
Transport, storage and communication	6.7
Financial intermediation	4.1
Real estate, renting and business activities	27.1
Education	2.3
Health and social work	5.3
Other sections	7.4

Source: Statistical Office in Wrocław 2009.

3.7 Recent changes

The result of the recent world economic crisis has not been collected by the Statistical Office yet. It is important to add that the economic crisis has not affected Poland as much as other

European Union countries. According to the governmental data, there has been a small slow down of the booming economy but in general there is still a growth in the Polish economy. The economic crisis has been seen at the local level in Wrocław, with a slight increase of unemployment in some sectors.

4 Profiles of ethnic entrepreneurship

4.1 Definition of ethnic entrepreneurship

The term 'ethnic entrepreneurs' or 'immigrant entrepreneurs' exists neither in an official document nor in common use. Due to the low number of long term immigrants in Poland the terminology use in everyday life is very limited. The mainly used term is foreigner, foreign person, which describes person from other country. This term describes neither the reason of stay in Poland nor the time of potential stay. In the official documents about SME's, there is a term 'foreign physical or juridical person' used to describe persons without Polish citizenship. The development of immigrant entrepreneurs is at an early stage of development in Poland and businesses run by immigrants are not very visible or targeted to immigrant groups. The most visible are ethnic restaurants but in most cases they are run by Polish owners, sometimes employing foreign staff. (as in the case of Chinese bars in Wrocław) The biggest market is in Wólka Kosowska nearby Warsaw where immigrants from Asia run their businesses, selling different goods.

4.2 Development of ethnic entrepreneurship

In the beginning of 1990s, there was a very little inflow of foreigners to the Lower Silesia region and the city of Wrocław. At that time Poland was a sending country and the close distance to Germany influenced the outflow from this region. Poles undertook legal employment in agriculture (based on bilateral agreement with Germany) and illegal work in constructions, households etc.

At present, the number of foreigners living in Wrocław is still very low. The table below presents the number of permits for temporary stay and residence in Wrocław.

Table 7. Number of permits for temporary stay in Wrocław 2002-2009.

Year	Number of permits
2002	1095
2003	1421
2004	1029
2005	1158
2006	1061

2007	1600
2008	
2009	

Source: Lower Silesian Governor's Office 2010.

The numbers show that there are very few people likely to settle down in Wrocław and majority of the persons asking for permit for temporary stay are students coming for study through various scholarships, mainly for a period of 6 months up to 2 years. According to the data from the Lower Silesian Governor's Office and universities/high schools, foreign students can be divided in 3 groups:

- Students from EU countries coming through the Erasmus program;
- Students from former Soviet countries coming with various scholarships funded by the Polish government, the Visegrad fund or other private foundations;
- Students from outside the EU coming through the Erasmus Mundus program or with scholarships funded by various foundations mainly for MA programs in English offered by universities and high schools.

The second group asking for temporary permit for stay is labour migrants coming to the city for temporary work. They are mainly people from neighbouring Eastern countries like Ukraine and Belarus coming to work in farms, construction or households.

Table 8. Number of permits for work in the Lower Silesia Region

Year	Number of permits (total)	Number of permits (women)
2004	663	134
2005	712	198
2006	843	279
2007	867	213
2008	1138	179
2009	1674	328

Source: Lower Silesian Governor's office 2009.

If we look at the number of permits for work in the last 3 years there is a noticeable increase caused by a change in the legal principle. There was liberalization in the employment of foreign workers implemented in 2008 but according to the interviewees, the process of employment of foreign person is still very complicated, time consuming and discouraging. There was a 60% increase

in the number of work permits in the year 2009 in Poland. It is important to add that according to bilateral agreements, citizens from Ukraine, Belarus, Russia, Moldova and Georgia are allowed to work in Poland for 6 months in a 12 months period without a work permit. According to the available data there is a predominance of men, who are employed in constructions, agriculture and trade. The majority (57%) of foreigners working temporarily in Poland are employed in the microenterprises which employing less than 10 persons. When it comes to the number of work permits, the Lower Silesia region is on the 4th position in Poland.

Table 9. Number of permits for settlement for foreigners living in Wrocław 2002-2009.

Year	Number of permits
2002	44
2003	95
2004	130
2005	122
2006	160
2007	170
2008	
2009	

Source: Lower Silesian Governor's Office 2010.

The bulk of the inflow of foreigners to the city of Wrocław was strongly related to foreign direct investments in the city itself and in the Lower Silesia Region. Apart from European Union member states, the main group of highly qualified management staff came from South Korea and Japan (LG Philips, Toyota, Takata). From 2000, there was a noticeable inflow of families of these contract workers due to the opening of the International School in Wrocław, which gave the families a chance to educate their children in the international system. In 2008 there were about 250 South Korean and Japanese families in the agglomeration of Wrocław, according to the Lower Silesian Governor's Office and the International Friends of Wrocław Club.

Apart from the division of immigrants residing in Wrocław agglomeration presented above, they may be classified into three basic groups in terms of the type of jobs performed:

- Jobs requiring high / specialized qualification, primarily for managerial positions in big transnational corporations (as for Wrocław – Korean, Swede, German etc)

- Jobs not requiring any qualifications - mainly in agriculture, housekeeping, construction, small local businesses (in most cases these jobs are taken up illegally)
- Students from abroad studying in Wrocław and taking up irregular jobs, mostly illegally (the division of international students was presented above).

4.3 Sectoral and spatial distribution of ethnic enterprises

As mentioned above, the term ethnic entrepreneur does not exist in a day-to-day language or in official documents at the local level. There are very few immigrants running micro businesses (less than 10 employees) without cooperating with a Polish partner (different legal forms). It is very difficult to make an exact analysis of foreign entrepreneurs in Wrocław due to the limited data collected by official institutions. According to Polish law, a person has to register his/her enterprise in the Business Register (*Rejestr Działalności Gospodarczej*) in the local community office. Until 31st March 2009, there was no information about the citizenship of entrepreneurs in the register. The only possibility of checking the legal status of a person was the identification number (PESEL). Hence, the register was divided in Polish entrepreneurs and foreign entrepreneurs without any specific data about their nationality, history of the entrepreneurs' career in Poland etc. According to two sources: the Registration Office of Entrepreneurship and the Statistical Office in Wrocław, there are 2 484 enterprises with foreign capital in Wrocław having different legal forms as: civil law partnership, commercial law partnership, branch of foreign company or enterprises registered on the 'physical person'. If we look at the enterprises run by foreigners (so called 'physical person') there are very few examples in recent years. In 2010, only 15 foreigners have registered their companies in Wrocław. Table 10 shows the number of companies with foreign capital registered in Wrocław in the years between 2004 and 2009. In table 11, the companies registered in 2010 are divided according to their legal status and sector of activity.

Table 10. Number of registered enterprises with foreign capital in Wrocław.

Year	2004	2005	2006	2007	2008	2009
Total number	166	236	240	249	175	119
Physical person (foreigner)	28	46	39	35	19	11
Civil law partnership	3	8	6	4	1	1
Commercial law partnership	129	170	176	193	150	98
Branch of the foreign company	6	12	19	17	5	9

Source: own elaboration based on Statistical Office in Wrocław and City of Wrocław 2010.

If we look at the data on sectoral distribution, we see that the number of foreign entrepreneurs is rather low though they are active in many sectors as trade, professional services

and education (translations, foreign language lessons, consulting). The immigrants living longer in Poland (the majority came to Poland for study, has a Polish partner, speaks Polish) used their connections in country of origin and Poland while establishing a business.

Table 11. Number and kind of registered companies with the foreign capital in the city of Wrocław, 2010.

	Total	Physical person	Civil law partnership	Commercial law partnership	Branch of the foreign company
Sections	75	15	1	56	0
Mining	2			2	
Food processing	8			8	
Construction	9			9	
Trade	16	4		12	
Transportation	2			2	
Accommodation and catering	5	1	1	3	
Information and communication	3	1		2	
Professional activity (scientific and technical)	17	5		12	
Management	6	2		4	
Education	3	2		1	
Health care and social care	1			1	

Source: own elaboration based on Statistical Office in Wrocław and City of Wrocław 2010.

In the Western European countries, immigrant entrepreneurs are mainly active in the restaurant and bar sector. Poland is very different in this aspect. There are some Vietnamese and Chinese restaurants in Warsaw where these ethnic groups are more present but in case of Wrocław, majority of the Chinese bars are run by Polish entrepreneurs sometimes employing Chinese workers. Some 'ethnic restaurants' target immigrants groups, for example, South Korean restaurants mainly opened for Korean families in Wrocław. These exotic restaurants arouse people's interest in different kinds of food. As already mentioned, a majority of the owners of restaurants in Wrocław are Poles but there are a few examples of immigrant owners like 2 Indian entrepreneurs owning restaurants. It is important to add that they did not start their career in the restaurant business but came to Poland for study in the 1990s and sailed through different sectors.

It was very difficult to collect any data about ethnic entrepreneurs from the public institutions at the local level and the existing collections of data are of very poor quality. In the Business Register in the City of Wrocław there is no information about nationality till the 31 March of 2009. From that point it is possible to check the data about citizenship of foreigners having businesses in the city but if these people of foreign origin have Polish citizenship, it is not visible in the statistics and if they are citizens of the member states of the EU but having immigrant backgrounds it is also not recognizable (the case of Turks from Germany having German citizenship and operating in the bar sector).

4.4 Ownership of ethnic businesses

If we look at the ownership of companies with foreign capital, a majority of them are financed by foreigners but managed by Poles and the owners are often not physically present in Poland. After Poland's accession to the EU, business as an investment became more viable. Partnerships between foreigners and Poles are the second most common type of ownership. Due to the complicated procedure of starting-up a business and the language barriers in the contacts with office workers, some foreigners are more likely to register their business in the name of a person having Polish citizenship. At this point, it should be stressed that immigrant groups living in Wrocław differ significantly from immigrants living in Western European cities. Majority of the immigrants living in Wrocław came here for study and decided to stay after graduation. They are highly educated, with good knowledge of Polish and mostly having Polish partners which influences their integration into the society. The number of immigrants in the city is low so it is not possible to limit contacts only to their own ethnic group.

There is a group of individual migrants from both Eastern and Western countries living in Wrocław and self-employed in different services like translation, foreign language lessons (they often teach in different language schools) and consulting.

There is also an interesting tendency of EU citizens with immigrant backgrounds to set up businesses in Wrocław. Among them there are two new groups: Turks from Berlin opening kebab shops and former Poles who took German citizenship in 1980s coming now to do business in Wrocław in various sectors (mainly self-employed and offering their knowledge and skill to various companies as a consultants).

4.5 Reasons for entrepreneurship career

There is no official data about immigrant entrepreneurs and their career in business in Wrocław and there is no scientific research about this process. CLIP module IV is the first attempt in

analyzing immigrant activities in Wrocław's labour market. As per the interviews with both immigrant entrepreneurs and experts from the business world, the reasons for immigrant entrepreneurship are very diverse. For investors from other countries, Poland still remains an attractive market with some niche to invest in. Some small businesses are contractor for big companies and have moved to Poland as a result of movement of big companies (as in the case of Fagor Mastercook). For new investors, Poland's accession to the EU was an impulse for coming to Poland. Germans remain the biggest group of investors in Wrocław not only due to the geographic proximity but also the cooperation between the city and the Sachsen Region. It is interesting that Sachsen Region has employed a special representative based in Wrocław for their entrepreneurs who are likely to invest here. Other examples might be the Lower Silesian Chamber of Commerce which has very good business associations in Spain and has resulted in an increase of Spanish investors in the city.

Going back to the immigrants already living in the city and their reasons for entrepreneurship, as it was mentioned the majority of immigrants came to the city for study and decided to settle down here. The most important factor for doing their own business was economic independence, labour market chances (their knowledge about Polish and foreign market, contacts in country of origin) and possible profit. For many of the immigrants a successful business means a visible sign of integration into the receiving society.

4.6 Market

Due to the low number of immigrants in Wrocław, the offers of immigrant small businesses do not target a particular immigrant group, but are essentially made to attract Polish customers. 'Ethnic shops' that are widespread in Western European cities are not present in Wrocław.

The ethnic diversity of immigrants and their personal experiences have been influencing their decision of entering specific sectors but because the numbers are so low it is difficult to say which sector is most representative of immigrant businesses.

Even in the medical sector which requires acknowledgment of diplomas and qualifications from outside EU immigrants, there are more and more examples of immigrant entrepreneurs (doctors and physiotherapists from Ukraine).

4.7 Competition

Due to the low number, immigrant entrepreneurs have to generally compete with local entrepreneurs. Naturally, the immigrants try to find their niche in the market where they can use their specific knowledge, experiences and contacts.

4.8 Workforce

There is no official data about immigrant entrepreneurs and it is very difficult, if not impossible, to estimate the exact number of employees in ethnic businesses. There are two groups of small immigrant enterprises:

- Self-employed businesses or family businesses employing only relatives
- Immigrant businesses dealing directly with Polish customers (restaurant, catering) employing Poles because of the necessity of Polish language

Once again there are no official statistic data and the conclusions are based on interviews and observations of the author of this report.

4.9 Employment conditions and labor relations

According to the immigrant entrepreneur interviewees, the procedure of employing a foreigner (important for the restaurant business – chefs) is a long lasting and difficult procedure and for that reason, immigrant entrepreneurs employ workers from abroad only when it is really necessary.

4.10 Problems and barriers—general management

There were no specific problems underlined by immigrant entrepreneurs.

4.11 Problems and barriers—financial management

The immigrants businesses are mainly financed by the immigrant's own recourses without a bank loan. The interviewees stressed that the procedures in Poland both in the institutions and banks are very bureaucratic even for Poles. Foreigners are considered exotic and this makes it even more complicated. Immigrant entrepreneurs take a bank loan if they run a family business registered on a Polish partner or if they have Polish citizenship.

4.12 Problems and barriers—marketing

Immigrant entrepreneurs face the same marketing problems as locals, first - how to find niche for the business and how to convince customers about their offer. Some sectors like ethnic restaurants still attract customers quite easily but after the first phase, the owners have to compete for customers.

4.13 Problems and barriers—rules and regulations

The rules and regulations for setting up and running a business are the same for everyone as was stressed by the representatives of various institutions dealing with this issue but on the other hand, the immigrant entrepreneurs underlined that doing business in Poland is a difficult because of the very complicated tax system, high cost of employment (health insurance and taxes) and very bureaucratic institutional system.

4.14 Problems and barriers—bureaucracy and intermediary institutions

Entrepreneurs with immigrant backgrounds and locals who are active in entrepreneur associations, listed language barrier as the main problem faced by foreign persons who are likely to set up a business in Poland. Even if there is some information available about how to set up a business in Wrocław, how to deal with the institutions step by step, when a direct contact was made by phone (experiment done by the author) it was not possible to get any information in English. Other barriers were the bureaucracy and the complicated tax system. As it was mentioned by an entrepreneur doing a consulting for investors from outside EU, big companies are always using the law office to represent them to contact institutions. Even some small law and tax offices in Wrocław prepare their offer for self-employed foreigners to act as their representatives in contact with institutions. But of course the necessity of using intermediary structure in contacts with institutions involves additional costs.

5 Rules and regulations, policies

5.1 Overall strategy

There is no explicit policy towards immigrants in the city of Wrocław in the area of economic or social life. As mentioned in the previous part of the report, due to a very low number of immigrants, the issues related to these processes do not exist in the public debate at the local level. For the immigrants who are perceived as highly skilled management staff, there are some projects like the international school for foreign children. According to my immigrant entrepreneur interviewees, the city is always well prepared for negotiations with big international companies willing to invest and create jobs in Wrocław. But there is no project focusing on SME's run by the foreigners. The representatives of the city of Wrocław stressed that the ethnicity or nationality is not an important factor for business and that any SME is treated equally.

Even though there is some information available on the website in English and German for foreigners giving step by step instruction about how to set up a business, it is very hard to get any information or professional support from the desk officers in various institutions and city administration departments.

5.2 Objectives and dimensions

As mentioned in the previous point, there is no policy or program targeted to immigrant/foreigners in small business. There are attempts in providing basic information about start-up, taxes, health care and social insurance.

5.3 Main actors

From the local level institutions, the ARAW is responsible for foreign investors but when understood as big companies. Another very active actor is the Lower Silesian Chamber of

Commerce, being a contact point for potential investors and entrepreneurs willing to set up a business in Wrocław.

5.4 Targets

Once again, foreign investors are the target group for public institutions from both local and national level if they offer work for locals. There are special support means like lower taxes to encourage investors. For the last 20 years the city of Wrocław is very active in gaining foreign direct investors but the SME's especially micro enterprises are not targeted by the administration.

5.5 Institutions

Since 2005, the Business Information Point has been operating in the Economic Development Office of the Municipality of Wrocław. The employees provide information on the following subjects:

- Establishing a company
- Searching for business partners
- Development of a company

5.6 Access and involvement in policymaking

Immigrant entrepreneurs have access to business associations and some of them are members of the Lower Silesian Chamber of Commerce. Due to the low number of immigrant entrepreneurs and the high diversity of them there are no associations of foreign entrepreneurs yet.

5.7 Formal access to entrepreneurship

To be able to do business in Poland, an immigrant has to fall under one of the categories described in the Freedom of Conducting Business Activity Act (art. 13):

'[...]foreign persons from the Member States of the European Union, countries of the European Economic Area which do not belong to the EU and countries not being the parties to the agreement on European Economic Area, which may benefit from the freedom of conducting business activity on the basis of agreements concluded by these countries with the EU and its member states, Foreigners, citizens of countries other than the ones mentioned above, who:

1) possess, in the Republic of Poland:

- a) a permit to reside,
- b) a residence permit for the long-term resident of the European Communities,
- c) permit to stay for a specified period of time, granted in connection with the circumstances mentioned in art. 53 section 1 p. 7, 13 and 14 of the Foreigners Act from 12 June 2003,
- d) permit for tolerated stay,
- e) refugee status,

2) enjoy temporal protection in Poland;

3) are family members in the meaning of art. 2 p. 4 of the Act from 14 July 2006 on Entering the Republic of Poland, staying in and leaving its territory by the citizens of EU member states and members of their families (Journal of Laws No. 144, item 1043), who join the citizens of countries mentioned in sec. 1, or stay with them.

- may establish and conduct business activity in the territory of the Republic of

Poland on the same conditions as the citizens of Poland.

Other foreigners have the right to establish and conduct business activity only as the following company types: a limited partnership, limited-joint stock partnership, limited liability company and joint-stock company. They may also join such companies and take up or purchase their shares, unless international agreements provide otherwise.⁵

5.8 Rules and regulations

The rules and regulations ethnic entrepreneurs must meet are those for regulating business in Poland in general. No additional rules exist for those who are legally able to perform business in Poland.

5.9 Zoning plans

There are no zoning plans.

5.10 Sectoral rules and regulations

There are sectors where concessions/licenses are needed in order to perform business legally. These rules apply to both Polish nationals and ethnic entrepreneurs. Information on the type of concession and place to find information about it can be found in English in the bulletin issued by the Municipality of Wrocław, available also on the web.

5.11 Business acumen

In December 2008, the project "Wrocław Business Incubator" started operating. It is supposed to support local business with the financing from the Municipality of Wrocław. The project's aim is to:

- provision of support to small enterprises,
- implementation of ideas for new business,
- transfer of practical knowledge and skills,
- transfer of experiences by institutions supporting enterprise development.

'Persons who have an idea for their own business activity after recruitment process can use at the incubator's grounds the office area, separate telephone line and internet access, consultation room for contacts with clients, accounting and secretarial services, legal and business counseling, as well

⁵ www.um.wroc.pl

as special training offer. Owing to municipal co-financing, the monthly cost of participation in the incubator program is PLN 300. Moreover, the Incubator provides free of charge counseling services to people who plan to start their own business, for example by helping in filling the registration form correctly.⁶

5.12 Finance

There are several financing tools available for entrepreneurs in the city of Wrocław. They are however part of the general SMEs support system, not specifically for ethnic entrepreneurs.

- **Funds for commencing business activity**

“Measure 6.2. Support and promotion of entrepreneurship and self-employment” is addressed to natural persons intending to commence business activity (excluding persons that had already registered their business activity in the period of 1 year before submission of an application for support as part of the project). The key objective of the measure is to promote and support initiatives and solutions aimed at the establishment of new jobs and the development of creative attitudes that ensure the development of entrepreneurship and self-employment. Persons provided with support as part of Measure 6.2 will receive the following forms of support after joining the project:

- consultancy (individual and group) and trainings providing knowledge and skills necessary to establish and conduct business activity
- awarding financial resources for the development of entrepreneurship (also in the form of a cooperative or a social cooperative – provided that all shareholders are persons that commenced their business activity as a result of participation in a project implemented as part of the Measure in question), up to the amount equivalent to PLN 40,000 (or PLN 20,000 per person in the case of a cooperative or a social cooperative)
- bridge support in the period from 6 to 12 months from the date of registering business activity, including, among other things, consultancy and assistance in efficient utilization of grants (only for persons that commenced business activity as part of a given project).
- including financial bridging support paid out monthly in the amount up to equivalent of minimum remuneration binding on the day of grant payment, - bridging support in the form of counselling and help in effective use of the grant (exclusively for persons who commenced their business within the framework of the given project). Persons who want to commence their business activity after joining the Project will be included in the above-mentioned forms of support.⁷

“One-time funds for unemployed to commence a business activity”

⁶ <http://www.cwp.wroclaw.pl/en/index>

⁷ More information to be found on the website of the Lower-Silesian Provincial Employment Bureau in Wałbrzych <http://www.pokl.dwup.pl/>

According to the Act on Employment Promotion and Labour Market Institutions (Journal of Laws 04.99.1001), unemployed persons can apply for non-returnable subsidies for commencing a business activity, in the amount not exceeding the fivefold amount of the average remuneration. Subsidies for the unemployed are granted on the basis of a civil law agreement (which follows an application), concluded by a District Employment Office with an unemployed person.⁸

Development subsidies from the European Union

In 2007-2013, Poland may make use of two structural funds:

1. European Regional Development Fund
 2. European Social Fund
- and the Cohesion Fund.

European Social Fund (ESF)

ESF was created to support social policy, which includes preventing unemployment and constant improving employees' qualifications. The following actions are funded:

- training and courses which activate professionally different social groups having difficulties accessing the labour market due to low qualifications or difficult situation (the disabled, young people, women, long-term unemployed, refugees, alcoholics, homeless etc.),
- postgraduate studies, language courses and trainings for employees who want to improve their professional qualifications.

- **Exemptions from the real estate tax**

In order to support entrepreneurs, the City offers public support in the form of the exemption from the real estate tax, which is a part of aid programmes.

4. Aid programme for small, medium and large enterprises conducting business activity, as a part of regional support for aiding new investments in Wrocław.

[Uchwała Nr III/13/06 z dnia 28 grudnia 2006 roku](#)

6. Support program of de minimis help for microentrepreneurs and small entrepreneurs commencing their business activity in Wrocław. Uchwała nr XXXI/1034/09 z dnia 19 lutego 2009 r.

- **Loan and guarantee funds**

Lower Silesia Commercial Fund (guarantee fund)

The fund was established by way of an agreement signed by the President of Lower Silesia Province, the President of Wrocław and the President of the National Economy Bank, which aim is to cancel barriers in accessing external capital by offering guarantees to institutions providing credits, loans or grants. The guarantees secure the payment of such credits, loans or grants by an entrepreneur.

Lower Silesia sub-regional Loan Fund

⁸ <http://pup-wroclaw.pl/>

The fund may be used by:

- entrepreneurs who employ up to 50 employees,
- entrepreneurs who have an official seat and their basic activity is carried out in Lower Silesia province,
- entrepreneurs who have been conducting business activity for at least 3 months,
- entrepreneurs who have specified the purpose of the loan,
- entrepreneurs who have a good operation strategy, but the resources for funding their activities and development are insufficient,
- entrepreneurs who operate in all industries, except agriculture, military and business activity which is considered dangerous for the environment, as well as entrepreneurs whose business activity is commonly deemed unethical.

MIKRO Fund

The aim of the Fund is supporting the development of micro entrepreneurship, by making capital available, in the form of loans granted to the owners of small companies. Entrepreneurs - the customers of Mikro Fund have their consultants, who deal with them in 38 offices nationwide. The Fund offers permanent access to capital on straightforward conditions, without unnecessary complex formalities.

5.13 Business locations

Tender is the basic procedure to lease business premises to business entities. Information on tenders is given in local press, on the information board of the Municipality of Wrocław (1/8 Nowy Targ square), in the Municipal Resources Management (257 Grabiszyńska Street, 3 Św. ElŜbiety Street) and on the webpage of the Municipality of Wrocław www.wroclaw.pl

5.14 Access to employment with ethnic businesses

No data available

5.15 Staff matters

As it was already mentioned in this the term 'ethnic or immigrant entrepreneurs' does not exist and there is very difficult to select any specific data from the existing statistical data.

5.16 Marketing

No data available

5.17 Transnational economic connections

5.18 Training and management support

"Chambers of commerce, institutions and organizations which support entrepreneurs organize various trainings for the representatives of small and medium-sized enterprises (SMEs). These are

often co-financed from structural fund resources. News on this subject can be found on www.wroclaw.pl.”

National SME Services Network Centers in Wrocław

National SME Services Network (KSU) is a system of cooperation of noncommercial organisations, which provide services for micro entrepreneurs, small and medium-sized enterprises and persons establishing business activity. These services include: consulting, trainings, financial resources (including giving guarantees and granting loans). KSU is a part of the national system of support for SME sector. KSU centres in Wrocław operate in the following organisations:

Wrocławska Agencja Rozwoju Regionalnego S.A. (Wrocław Regional Development Agency)

13 Krupnicza Street (4th floor), tel. 071 797 04 00, fax 071 372 36 85

e-mail: warr@warr.pl, www.warr.pl

Wrocław University of Technology - Wrocław Centre of Technology Transfer

48 Smoluchowskiego Street; tel 071 320 33 18, fax 071 320 39 48

e-mail: wctt@wctt.pl, www.wctt.pl

Lower Silesia Chamber of Crafts and Small and Medium Enterprises

13 Solny sq.; tel. 071 344 86 91, fax 071 343 38 32

e-mail: secretariat@izba.wroc.pl, www.izba.wroc.pl

Chambers of commerce in Wrocław

Subjects carrying out business activity, except persons for whom such activity is a secondary source of revenue, may form chambers of commerce, which operate on the basis of the Chambers of Commerce Act of 30 May 1989 (Journal of Laws 89.35.195) and statutes. A Chamber of Commerce is a part of commercial self-government, representing business interests of subjects associated in it, in the scope of their manufacturing, trading, construction or service activities, and especially in dealing with national bodies. The most important Chambers of commerce in Wrocław:

Lower Silesia Chamber of Commerce

39 Świdnicka Street, tel. 071 344 78 25, fax 071 343 45 97

e-mail: biuro@dig.wroc.pl, www.dig.wroc.pl

Western Chamber of Commerce

41/43 Ofiar Oświęcimskich Street, tel. 071 795 06 56, fax 071 795 06 57

e-mail: biuro@zig.pl, www.zig.pl

Wrocław Chamber of Commerce

13 Krupnicza Street; tel. 071 797 02 03, fax 071 797 03 00

e-mail: biuro@wig.org.pl, www.wig.wroc.pl

Lower Silesia Chamber of Crafts and Small and Medium Enterprises

13 Solny sq.; tel. 071 344 86 91, fax 071 343 38 32

e-mail: secretariat@izba.wroc.pl, www.izba.wroc.pl

Polish-German Chamber of Industry and Commerce

20 Solny sq.; tel. 071 794 83 35

e-mail: imakowiecka@ihk.pl, www.ihk.pl

British-Polish Chamber of Commerce

2 Oławska Street, tel. 071 344 14 77, fax 071 344 14 77

e-mail: wroclaw@bpcc.org.pl, www.bpcc.org.pl

5.19 Illegal and informal practices

There are no data available about illegal practices in business involving immigrants entrepreneurs.

5.21 Dialogue

As it was mentioned there is no explicit policy targeted SME's immigrant entrepreneurs. The city administration

6 Other

6.1 Summary and conclusions

Migration has started in Wrocław after the transformation in 1989 but as was mentioned in the report the number of migrants is still very limited and there are some specific groups very different as in the Western European countries the main group are international students, highly qualified managers from Western countries working in multinationals and living in the city with their families and group of foreign workers mainly from the Eastern neighbouring countries working in the agriculture, construction, household sector etc. There is a tendency to settle down in Poland among the international students coming from outside the EU because they are educated in Poland, in majority knowing Polish language and having Polish partner there is easier for them to set up a business in Poland. They are using their contacts between country of origin and country of destination to establish businesses in consulting sector, trade, transport, education etc. As it was mentioned already setting up the business in Poland is not a very easy thing for foreigner due to some structural problems as: bureaucracy, limited knowledge of foreign language among the members of the public administration, complicated tax system and high costs of health care insurance for employees.

The term 'ethnic entrepreneurs' or 'immigrant entrepreneurs' does not exist in day-to-day communication or public discourse due to the limited number of immigrants and their good integration with the Polish society (low numbers, good knowledge of Polish, not visible immigrants

as people from Eastern neighbouring countries). Even if the city of Wrocław called itself 'the meeting place' and based its marketing strategy on the multicultural heritage, there is no explicit policy targeted on immigrants on any area of social life. There have been some support for national minorities but no programs or actions towards immigrants who make this city really multicultural and not only historically multicultural.

On this early stage of development it is very hard to propose any recommendations but there are at least 2 points to be underlined:

- knowledge of language among persons dealing with customers in public institutions. It is important to add that the members of EU countries are allowed to set up business in Poland and should have access to information and support.
- Data collection and analysis. The number of migrants are relatively low but knowing the Western European experiences we should expect the inflow of both immigrant workers, students and entrepreneurs to the city. To be able to create the successful policy of integration of foreigners into the local society the city of Wrocław should collect and analyze the data on immigrants carefully as it was done in some cities of CLIP network for example Helsinki.
- The data available in different public institutions on the local level are not very coherent and there are many difficulties in access to these data. There are no analysis done about the reasons of setting up business in Wrocław, barriers faced by them in setting up and running business in the city.

6.21 Good practices

There are no good practices because as it was mentioned many times in this report

6.3 Any other final comment or suggestion?

6.5 Books and reports

There are no books or reports dealing with ethnic entrepreneurs or immigrants in the city of Wrocław. This report was based on the data collected during the 3 and 4 module of CLIP research, interviews done with immigrants and immigrant entrepreneurs as well as with experts involved in business in the city. Statistical data was collected in different institutions as Lower Silesian Governor's Office, City of Wrocław Administration, Statistical Office in Wrocław. As should be underlined that the collected data were not coherent which resulted in author's limited reliability on them.

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Interviewpartners

1. Mr. Maciej Potocki, Director of the Department of Information of the city of Wrocław
2. Mr. Zbigniew Sebastian, Lower Silesian Chamber of Commerce
3. Mr. Włodzimierz Patalas, Executive Director of the City Administration
4. Mr. Piotr Gaglik, Economic Development Office City of Wrocław
5. Mrs. Agnieszka Piątkiewicz, Lower Silesian Governor's Office
6. Mrs. Rozalia Betezina, Statistical Office in Wrocław
7. Ethnic entrepreneurs (Turkish owner of kebab bar, Iraqi owner of men's clothes store, Indian owner of Indian restaurants, Ukrainian owner of Spa Centre)
8. Prof. Marek Wróblewski, Researcher, International Economic Relations, University of Wrocław