



Agriskills

Innovative Skills Transfer for the Development of Agricultural Entrepreneurs
Project N°: 2018-1-DE02-KA204-005173



National Report – Poland

ARID, Kraków, Poland

May 2019

1. https://stat.gov.pl/.../uzytkowanie_gruntow_i_powierzchnia_zasiewow_w_2017.pdf 31.05.2019
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1. Background information on employment, population and importance of agriculture in Poland

Poland is a relatively big country in UE with population around of 38 millions. The problem of unemployment appeared after political system changing in 1989. It was increasing continuously until 2013. After this year unemployment started to decrease and this tendency is still present. The same situation is observed in the area of unemployment of young people. Even if the situation of the vanishing unemployment among young people is positive still much higher percentage of young people without work is in the countryside and rural areas.

1.1. Land area, population density and percent of population in the target group in Poland.

The area of arable area in Poland covers 14,6 mln ha. The average size of the farm in Poland is 9,59 ha.¹ Nevertheless there are areas with very small farms (family farms) and they are located mostly in the south of Poland while the big farms are located in the central and west part of the country. Overall number of employed people in the agriculture is about 2.327 mil people². Young people registered as unemployed in the rural areas in 2017 – 79419 people comparing wit total number of unemployed people from rural areas -493055 persons.³

1.2 Unemployment in Poland overall and in the target group

Table 1. EU Labour Force Survey 2016 – percent unemployment for the total population and for persons 15-24 years old in the European Union (EU), Poland and the individual regions³

	Unemployment rates 2017 (%)	
	Total	15-24 years old
EU	8.6	18.7
Poland total	6,9	12,4
<i>Podkarpackie</i>	10	14
<i>Pomorskie</i>	5,7	13,9
<i>Warmińsko-mazurskie</i>	12,2	12,7
<i>Podlaskie</i>	8,8	13,5
<i>Małopolskie</i>	5,6	13,9
<i>Mazowieckie</i>	5,8	11,7
<i>Lubelskie</i>	9,1	14,6
<i>Lubuskie</i>	7	11,6
<i>Kujawsko-pomorskie</i>	10,3	12,4
<i>Opolskie</i>	7,5	12
<i>Dolnośląskie</i>	6	9,9

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<i>Wielkopolskie</i>	3,9	14,1
<i>Zachodniopomorskie</i>	9,1	11,2
<i>Śląskie</i>	5,3	10,4
<i>Świętokrzyskie</i>	9,3	14,1
<i>Łódzkie</i>	7	10

u = Data not published due to small sample size.

1.3. Agriculture in Poland

In 2017, agricultural holdings covered 14.8 million ha of land in Poland. In private farms dominating in Polish agriculture there were about 13.4 million ha of land, while agricultural holdings of cooperatives and corporations had about 1.3 million ha of total land area. In 2018, the number of farms with arable land amounted to approx. 1 425 thousand. i.e. by 1.4% more compared to last year. Holdings with an area of more than 1 ha of arable land were around 1 401 thousand, including approx. 1 180 thousand having a sown area. The average area of agricultural land of the agricultural holding amounted to 10.29 ha, whereas in farms with the area of agricultural land exceeding 1 ha it was 10.46 ha, while in farms with the area of agricultural land to 1 ha - 0.70 ha. The largest number of farms was in the area group of 1-5 ha of arable land, i.e. about 1 049 thousand. (over 74.0% of agricultural holdings with arable land) and they occupied 28.0% of the area of farms. Agricultural farms with more than 10 ha of agricultural land were approx. 352 thousand. and they occupied 72.0% of the area of farms. The number of farms with 1-3 ha of arable land is about 476,000; they used only about 6.0% of the area of farms. Agricultural holdings with 500 ha and more arable land occupied 6.9% of the total area of farms and there were 759. Individual farms in the group of farms using 5 to 50 ha of arable land constituted 44.5% of individual farms, there were 632 thousand of them and occupied 60.8% of the area of agricultural land, while 3.2% of the area of farms- number of agricultural operations 1,4 mln.

The average area of arable land in particular area groups of agricultural land per 1 agricultural farm remained at a level similar to last year. In large farms with 300 to 500 ha of arable land, the average area increased by 5.85 ha. In the group of holdings with 500 to 1000 ha of arable land, the average area was reduced by 11.37 ha, and in the group of 1000 ha and more, a decrease by 63.63 ha was noted. ⁴

The area of the agricultural land in Poland.

The total area of the agricultural land

Source: <https://stat.gov.pl/obszary-tematyczne/roczniki-statystyczne/roczniki-statystyczne/rocznik-statystyczny-rolnictwa-2018,6,12.html> accessed 13.05.2019.

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In turn, the global production, intermediate consumption and gross value added of agricultural production (current prices) in 2018 [gross agricultural output, intermediate consumption and gross value added (current prices) were as follow:

Total: 115611 mln PLN therein that amount 104350,6 mln PLN was obtained in the individual farms. That is a global production. Intermediate consumption took total 65605,8 mln PLN (individual farms 60380,7 mln PLN).

Gross value added – 50005,9 (individual farms 43969,9 mln PLN).

Source: <https://stat.gov.pl/obszary-tematyczne/roczniki-statystyczne/roczniki-statystyczne/rocznik-statystyczny-rolnictwa-2018,6,12.html> accessed 13.05.2019.

Table 2. Area, number and output value of agricultural operations in Poland and the individual

Geographic area	Number of operations	Total agricultural land (ha)	Total output value (euro)	Average output per operation (euro)
Poland	1410700	14405650	25005635420	17725,69
Łódzkie	123 750	947 760	1 793 825 830	14495,56
Mazowieckie	209 820	1 880 740	4 054 362 850	19323,05
Małopolskie	141 090	550 370	897 703 300	6362,629
Śląskie	52 140	351 740	624 438 250	11976,18
Lubelskie	181 730	1 420 710	2 046 760 040	11262,64
Podkarpackie	133 000	575 570	712 941 200	5360,46
Świętokrzyskie	87 020	487 580	805 994 510	9262,175
Podlaskie	81 560	1 088 640	1 745 995 480	21407,5
Wielkopolskie	121 330	1 679 770	4 199 475 590	34612,01
Zachodniopomorskie	29 380	841 760	1 022 703 350	34809,51
Lubuskie	20 530	401 740	591 033 490	28788,77
Dolnośląskie	55 770	892 350	1 191 954 220	21372,68
Opolskie	27 020	511 830	790 862 490	29269,52
Kujawsko-Pomorskie	64 060	1 024 370	1 943 335 370	30336,17
Warmińsko-Mazurskie	43 490	1 027 460	1 512 782 850	34784,61
Pomorskie	39 010	723 260	1 071 466 610	27466,46

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1.4 Employment and entrepreneurship in agriculture in Poland

- number - total number of people leading an agricultural operation in Poland in 2016 - 1410700 person of people leading an agricultural operation in the age group from up to 34 y.o - 133890
- age group of the majority of owners and directors of agricultural operations (over 75%) were people 45 years old or older (Table 3) - 399150 persons
- relative number of owner/director positions held by men/women 995370/415270 (Table 3).

Table 3. Number of agricultural entrepreneurs/directors of agricultural operations in Poland by age group and gender

Age group	Total number	Percent of total	Number male*	Number female*
15-24	10570	0,74	8990	1580
25-34	133890	9,49	96640	37240
35-44	142100	10,07	n/d	n/d
45-54	399150	28,29	286030	113120
55-64	377280	26,74	274620	102660
65+	164910	11,69	95970	68940
Total			995370	415270

Source: <http://appsso.eurostat.ec.europa.eu/nui/submitViewTableAction.do>

Table 5 Number of people working in agriculture 2016 for Poland by specialization of agricultural operation and labour type.

Specialization*	Number of operations	Total land (ha)	Total labour	Seasonal labour	Permanent labour	Family labour
Field crops	403660	3238830	347400	No data	No data	No data
Horticulture (indoor)	9400	42720	21680	No data	No data	No data
Permanent crops	1690	11080	2270	No data	No data	No data
Specialist grazing livestock	20430	159410	22470	No data	No data	No data
Specialist granivores	6610	22170	6340	No data	No data	No data
Mixed cropping	45480	307980	58480	No data	No data	No data
Mixed livestock holdings	37110	339990	62230	No data	No data	No data

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Mixed crops and livestock	133200	1113560	176640	No data	No data	No data
Totals	657580	1996910	697510	No data	No data	No data

Source: <http://appsso.eurostat.ec.europa.eu/nui/submitViewTableAction.do>

1.5 Education Structure (general & vocational)

From the beginning of 2017, the education reform is being introduced, the main goal of which is to better prepare students who complete the entire education cycle to the needs of individual development and the needs of the modern labor market, for which a solid foundation of general education is needed.

The target structure of education will include: an 8-year primary school;

4-year general high school;

5-year technical college;

3-year industry school of the first degree;

A 2-year industry school of the second degree;

A 3-year special training school for work;

post-secondary school.

The introduction of the industry-oriented first-cycle school, instead of the basic vocational school, took place on September 1, 2017. The introduction of the second-cycle industry school for graduates of the industry-first school will commence from the school year 2020/2021.

2. AgriSkills Online Survey

In order to identify the training needs of unemployed persons aged 15-24 willing to find employment or to establish his/her own business in agriculture, an online stakeholder survey was conducted (the questions are provided below).

2.1. Methods

As per the project proposal, 25 individual responses were solicited from individuals in each country who either currently employ agricultural workers or advise/educate young persons about how to find work. A list of potential respondents was collected from employers/educators known to the project partners. An email was sent to explain the goals and methods of the

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AgriSkills project and to request participation. Upon receipt of a positive response, another email was sent with a link to the online questionnaire.

2.2. Characterization of respondents

Twenty-five respondents who either currently employ agricultural workers or advise and/or educate young persons about how to get employed were asked to answer Question 1.

2.3. Presentations of responses

1. *What is your primary role in dealing with unemployed or otherwise disadvantaged people age 15-29 in rural areas?*

Role of respondent in dealing with unemployed or disadvantaged people aged 15-29 in rural areas	N	Percent
Potential employer	9	36.0
Educator	6	24.0
Public employment agency	3	12.0
University employer	3	12.0
Employer	2	8.00
Private employment agency	2	8.00

The answers above presents current situation in Poland. The highest number of answers were answers „potential employers“ (9) because people see them as the best as a person who gives opportunity of work.

2. *What are the biggest barriers you face in reaching unemployed or otherwise disadvantaged people age 15-29 in rural areas (members of target group)? Please rate from 1 (least important) to 5 (very important).*

Biggest barriers you face in reaching unemployed or otherwise disadvantaged people age 15-29 in rural areas	N	Mean	Frequency (Rating)				
			1	2	3	4	5
Lack of knowledge/skills with regarding to applying for a new job	25	4.0	1	0	7	6	11
Fewer work opportunities in rural areas than in urban areas	25	4.0	0	1	8	5	9

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Social exclusion of members of the target group	25	3.7	1	2	6	10	6
Ignorance of members of target group with regard to potential aid/support from government	25	3.7	1	1	8	9	6
Lack of basic work ethic among members of the target group	24	3.5	2	1	8	9	4
Alcohol or other substance abuse issues among members of the target group	24	3,5	3	1	8	6	6
Mental barriers among the target group to applying for work	24	3.5	1	2	10	6	5
Lack of databases (or access to databases) containing information about the target group	24	3.4	2	2	10	5	5
Mental or physical health problems among members of the target group	24	3,3	2	2	12	4	4
Lack of papers/proper documents among members of target group	25	3.2	2	5	9	4	5
Unwillingness of potential employers to hire members of target groups	25	3.1	3	4	8	7	3

The answers of this question is also not surprising because the biggest barrier to set new enterprise or apply for a new job is lack of knowledge and skills (source: own observations from various trainings in the rural areas). Association ARID is not a scientific organisation and has no capacity to assess or interpret this outcomes in the scientific way.

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3. Which three agricultural topics do you think are the most relevant in your area for providing training to unemployed or otherwise disadvantaged people age 15-29 in rural areas? (A maximum of three answers can be selected)

Three agricultural topics most relevant in our area for providing training to unemployed or disadvantaged people aged 15-29 in rural areas	N	Percent
Agritourism	18	72.0
Organic Agriculture	13	52.0
Social farming	13	52.0
Horticulture	9	36.0
Apiculture	8	32.0
Solidarity agriculture	7	28.0
Fish farming	3	12.0

The survey was executed mostly in Małopolska region (but not only) where farms are relatively small (source: <http://appsso.eurostat.ec.europa.eu/nui/submitViewTableAction.do>). That's why the best opportunity to get additional income is to establish agritourism (source: <http://p-e.up.krakow.pl/article/viewFile/3157/2782>). This kind of activity is well known and well developed in Poland so to start this business is relatively easy for young people (source: https://www.humanitas.edu.pl/resources/upload/dokumenty/Wydawnictwo/Zarzadzanie_zeszyt/Zarz%201_2013%20podzielone/marcinkiewicz.pdf). Organic farming is also interesting for young people in Poland because it is an increasingly important branch of agriculture in Poland. (source: agro.icm.edu.pl/agro/element/bwmeta1.element.../EIOGZ_2015_n111_s19.pdf). More and more people (customers) are interested to buy high quality, healthy food and the market is still not saturated. Another topic selected by many questionnaire participants is social farming. The situation with that kind of activity is similar to the agritourism reasons however this kind of activity is more difficult to establish. (source: www.cdr.gov.pl/krakow)

4. What would you say are the most important groups among unemployed or otherwise disadvantaged people age 15-29 in rural areas that could benefit from training materials developed by our project within the area where you work? Please rate from 1 (least important) to 5 (very important)

Most important groups among unemployed or disadvantaged people aged 15-29 in rural areas that could benefit from our training materials	N	Mean	Frequency (Rating)				
			1	2	3	4	5

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Young employees in agricultural related occupations who are no longer enrolled in formal educational programs	25	3.7	2	0	7	10	6
Young farmers (rent or own agricultural land or operations and currently involved in production)	25	3.7	2	0	7	10	6
Individuals with disabilities	25	3.7	1	0	9	11	4
Recent migrants from outside the EU	23	3.7	0	3	7	8	5
Young people neither in employment nor in education and training (NEETs)	25	3.6	3	1	8	5	8
People over the compulsory age for formal education not currently employed still enrolled in formal education programs	25	3.6	1	1	10	9	4
Young employees in non-agricultural related occupations who are no longer enrolled in formal educational programs	25	3.4	1	3	11	6	4
Former prison inmates	25	3.4	1	0	13	10	1
Individuals with a history of substance abuse	25	3.1	1	3	16	2	2
Recent migrants from within the EU	25	3.1	1	4	13	6	1

The answer for this question is also predictable here in Poland as the majority of the unemployed young people in rural areas are people who finished their formal education. However this formal education was not enough to get good job or set the new activity they need additional courses. On the other hand such courses are relatively expensive or demand to participate in the classes so the option to get new knowledge from e-learning courses is the best for this group of people. A bit different situation is with young farmers because the determinant here is lack of time. So this kind of courses is also the best opportunity for them (sources: own survey of Agriskills project and interview with University of Agriculture in Kraków lecturer)

5. What are the three most important soft skills that are lacking among unemployed or otherwise disadvantaged people age 15-29 in rural areas in your country? (A maximum of three answers can be selected)

Three most important soft skills that are lacking among unemployed or disadvantaged people age 15-29 in rural areas in Poland	N	Percent
Communication, e.g., with relevant stakeholders	14	56.0

- https://stat.gov.pl/.../uzytkowanie_gruntow_i_powierzchnia_zasiewow_w_2017.pdf 31.05.2019 accessed 13.05.2019
- <https://stat.gov.pl/obszary-tematyczne/roczniki-statystyczne/roczniki-statystyczne/rocznik-statystyczny-rolnictwa-2018,6,12.html> accessed 13.05.2019
- <https://psz.praca.gov.pl/documents/10828/6841176/Sytuacja%20m%C5%82odych%20na%20rynku%20pracy%20w%202017.pdf/909b99ec-5ff6-4d58-9954-cac6b13c25c6?t=1523260910337> accessed 13.05.2019
- <https://stat.gov.pl/obszary-tematyczne/rolnictwo-lesnictwo/rolnictwo/uzytkowanie-gruntow-i-powierzchnia-zasiewow-w-2018-roku,8,14.html> accessed 13.05.2019

Time management skills	14	56.0
Critical thinking skills	13	52.0
Teamwork	10	40.0
Conflict resolution skills	9	36.0
Negotiation skills	8	32.0
Cooperation with other	4	16.0

Here, in this survey as well as in many other ones there is always indicated lack of the communication skills is seen as a big problem for people seeking work in Poland. This skill in fact is the most important skill to start any activity in business or searching for job. Young people in Poland realize that they have not enough skills of communication because no school in Poland is teaching this skills. The only source to get communication or other soft skills is non-formal or self learning. (sources: own survey of Agriskills project and interview with University of Agriculture in Kraków lecturer)

6. What is the most important technological training needed by unemployed or otherwise disadvantaged people age 15-29 in rural areas in your country?

Most important technological training needed by unemployed or disadvantaged people aged 15-29 in rural areas in Poland	N	Percent
Basic computing skills	13	52.0
Use of social media	6	24.0
Email list-serve creation and maintenance	4	16.0
Website creation	2	8.0

That answer is surprising because usually everybody things that young people are well skilled in the computer and digital area. (sources: own survey of Agriskills project and interview with University of Agriculture in Kraków lecturer)

7. What do you see as the three most important barriers for unemployed or otherwise disadvantaged people age 15-29 in rural areas wishing to start their own agriculture-related business in the area where you work? (A maximum of three answers can be selected)

Three most important barriers for unemployed or disadvantaged people aged 15-29 in rural areas wishing to start their own agriculture-related business in our area	N	Percent
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1. https://stat.gov.pl/.../uzytkowanie_gruntow_i_powierzchnia_zasiewow_w_2017.pdf 31.05.2019 accessed 13.05.2019
2. <https://stat.gov.pl/obszary-tematyczne/roczniki-statystyczne/roczniki-statystyczne/rocznik-statystyczny-rolnictwa-2018,6,12.html> accessed 13.05.2019
3. <https://psz.praca.gov.pl/documents/10828/6841176/Sytuacja%20m%C5%82odych%20na%20rynku%20pracy%20w%202017.pdf/909b99ec-5ff6-4d58-9954-cac6b13c25c6?t=1523260910337> accessed 13.05.2019
4. <https://stat.gov.pl/obszary-tematyczne/rolnictwo-lesnictwo/rolnictwo/uzytkowanie-gruntow-i-powierzchnia-zasiewow-w-2018-roku,8,14.html> accessed 13.05.2019

Lack of business management skills	17	68.0
Lack of start-up money or access to credit	15	60.0
Lack of personal communication skills	15	60.0
Lack of technological skills	9	36.0
Lack of access to formal education in agriculture-related occupations	6	24.0
Lack of language or literacy skills in local language	5	20.0
Low level of basic education	4	16.0

These answers are in line with expectations. The lack of knowledge together with lack of funds is an effective barrier to start any business, particularly agri-business.

8. What are the most important business management skill training needs for unemployed or otherwise disadvantaged people age 15-29 in rural areas in your country? Please rate from 1 (least important) to 5 (very important)

Most important business management skill training needs for unemployed or disadvantaged people aged 15-29 in rural areas in Poland	N	Mean	Frequency (Rating)				
			1	2	3	4	5
Financial plan development	25	4.2	0	1	3	10	11
Financial record keeping and reporting	25	4.2	0	1	3	11	10
Production plan development	25	4.0	0	0	5	14	6
Human resource management	25	3.9	1	2	3	12	7
Marketing plan development	25	3.8	1	1	4	15	4
Risk evaluation and management	25	3.8	0	0	9	11	5
Business strategy development	25	3.4	2	1	9	11	2
Product inventory	25	3.4	2	1	11	6	5
Business mission statement development	25	3.1	3	2	10	9	1
Input inventory and ordering	25	3.1	3	3	11	5	3

The answers for this question are in relation to the previous questions. Young people are strongly looking for specialised knowledge which could help them to develop successful business in Poland. As the funds are important they look for knowledge in that topic.

9. What is the most effective means of communicating information about job and training opportunities to unemployed or otherwise disadvantaged people age 15-29 in the rural areas where you work?

1. https://stat.gov.pl/.../uzytkowanie_gruntow_i_powierzchnia_zasiewow_w_2017.pdf 31.05.2019 accessed 13.05.2019
2. <https://stat.gov.pl/obszary-tematyczne/roczniki-statystyczne/roczniki-statystyczne/rocznik-statystyczny-rolnictwa-2018,6,12.html> accessed 13.05.2019
3. <https://psz.praca.gov.pl/documents/10828/6841176/Sytuacja%20m%C5%82odych%20na%20rynku%20pracy%20w%202017.pdf/909b99ec-5ff6-4d58-9954-cac6b13c25c6?t=1523260910337> accessed 13.05.2019
4. <https://stat.gov.pl/obszary-tematyczne/rolnictwo-lesnictwo/rolnictwo/uzytkowanie-gruntow-i-powierzchnia-zasiewow-w-2018-roku,8,14.html> accessed 13.05.2019

Most effective means of communicating information about job and training opportunities to unemployed or disadvantaged people aged 15-29 in our rural areas	N	Percent
Social Media	10	40.0
Website	8	32.0
Events (job fairs, workshops)	4	16.0
Email	3	12.0

Association ARID is not a scientific organisation and has no capacity to assess or interpret this outcomes in the scientific way.

10. What two factors are most important in making job and/or business creation opportunities in agriculture-related businesses attractive to unemployed or otherwise disadvantaged people age 15-29 in rural areas in your country? (A maximum of two answers can be selected)

Two most important factors in making job and/or business creation opportunities in agriculture-related businesses attractive to unemployed or disadvantaged people aged 15-29 in rural areas in Poland	N	Percent
Potential to earn money	14	56.0
Geographic location of place of employment	10	40.0
Opportunities for further career development	10	40.0
Social status associated with job	9	36.0
Nature of work environment (e.g., office, factory, farm, forest)	5	20.0

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1. https://stat.gov.pl/.../uzytkowanie_gruntow_i_powierzchnia_zasiewow_w_2017.pdf 31.05.2019 accessed 13.05.2019
2. <https://stat.gov.pl/obszary-tematyczne/roczniki-statystyczne/roczniki-statystyczne/rocznik-statystyczny-rolnictwa-2018,6,12.html> accessed 13.05.2019
3. <https://psz.praca.gov.pl/documents/10828/6841176/Sytuacja%20m%C5%82odych%20na%20rynku%20pracy%20w%202017.pdf/909b99ec-5ff6-4d58-9954-cac6b13c25c6?t=1523260910337> accessed 13.05.2019
4. <https://stat.gov.pl/obszary-tematyczne/rolnictwo-lesnictwo/rolnictwo/uzytkowanie-gruntow-i-powierzchnia-zasiewow-w-2018-roku,8,14.html> accessed 13.05.2019