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Introduction and background

1.1. An introduction to rural employment

The rural population represents about 38.2% of Poland's inhabitants. As it results from the last Census of Population and Housing as well as Census of Agriculture in 2002 the number of population at the age of above 15 in Polish households, along with farm user, was 10,474.5 thousand people, including 8,504.9 thousand people in the countryside.

At the same time the population connected with agriculture became clearly younger. Percentage of the youngest persons (i.e. at the age of 15) among the members of households with the individual farm user has increased. The highest numerical growth (by 37%) marked the groups of youth at the age of 15-17. The growth in percentage of persons at the age of 45-54 (by 28%) was also reported. Percentage of the oldest persons has reduced significantly, which resulted from, among the other things, the transformations in demographic relationships. Both the number and percentage of persons at productive age has increased, while the group of persons at mobile age has remained unchanged and the number and percentage of population at non-mobile productive age has increased significantly. It was also connected with passing the persons born during the baby boom in the mid-1950s to the group of non-mobile age. At the same time, the number of population at the post-production age has also increased to reach a total of over 1 million persons.

As a result of the changes in economic age groups in 2002 there fell 618 persons at non-productive age (i.e. at pre- and post-productive age) per 1000 persons, see the Annex (tables 1.1-1.3).

Agriculture is a business activity, which based its basic organisational units, such as farms, uses the natural environment for obtaining the agricultural produce to satisfy the existential needs of the people, at the same time providing them with place of employment. Over the centuries a lot of different forms of farms have occurred and the fundamental distinction have always been the division into family farms that are mainly based on the work of family members and large (large-area) farms that are mainly based on both the work of the family members and hired labour.

As it results from data of the Census of Agriculture in 2002, out of the total population connected with agriculture at the age of 15 and more in Poland 21.8% worked exclusively outside the farm, further 4.4% earned their living mainly outside the farm and worked in the farm on a supplementary basis, 23.1% worked only in the farm, and only 0.8% earned their living by combining their main work in the farm with extra work outside the farm. The rest of this group of population (49.9%) was not professionally active.

For many of the agricultural families the income off the land more and more often was not enough to satisfy their needs, the more so because with the progress the aspirations were changing and various needs, frequently triggered off in an artificial manner, were occurring. The hierarchy of the needs was changing and as a consequence it was necessary to earn the living outside the agriculture. In addition, the change in manufacturing technologies, ability to introduce technological inventions and mechanise the field and farm works gave reasons for abandoning production for the needs of the household and own farm in favour of maximisation of the income to purchase ready articles (food and non-food) and means for production (fodders, fertilisers, certified seeding and breeding material).

1.2. Agricultural employment

In 2004, 2139.5 thousand persons (according to the estimates of the Polish Central Statistical Office) were employed in agriculture, hunting and forestry, including 2094.7 thousand persons that were employed in agriculture itself. Those working in individual farms were in the majority (Table 1.4 and 1.5). The Census of Agriculture, taken in 1996 and 2002, allowed thorough examination of the rural population's employment.

Among the users working exclusively or mainly in their farms (agricultural plots) in 2002 the number of persons in individual economic age groups, i.e. those developed according to the economic activity (tables 1.6-1.9), was significantly reduced as compared to 1996. In 2002, among 8,374.7 thousand people at the age of 15 and more living in the countryside the gainfully employed represented altogether 50.8%. This factor was higher for men than women (56.6% vs. 44.9%) and significantly fell as compared to 1996 when percentage of the employed was 66.2% in the countryside. Percentage of persons working in their own farms was also reduced in favour of persons employed outside their own farms. In particular, percentage of the persons, both women and men, employed exclusively outside their farms increased (table 1.10). This situation affects the increased relationship among farms and non-agricultural sources of income. It means that more and more country and peasant families earn their living from sources that are not related to agriculture. At the same time the number of those who are maintained, i.e. professionally passive, grows rapidly. In recent years, both the professional activity factor and the rural population employment factor have considerably fallen down, while the unemployment rate has increased (tables 1.11 and 1.12). All the factors differed according to the regions (tables 1.13-1.15). For example, the employment in agriculture factor ranged from 9.0% in Silesian Province to 39.5% in Podlaskie Province.

The intensity of changes in the economic activity of both women and men depended on the area of arable lands (AL) in the farms (tables 1.16 and 1.17). The average number of the full-employed per farm in 1996 and 2002 was higher in the relatively larger area groups (table 1.18). Only for farms with area of more than 50 ha the figure was falling down but it was still higher than the average for the whole set. It resulted from the fact that farms with larger areas were more mechanised and required a specialist labour force, which prevented them from employing a higher number of persons. However, it needs to be emphasised that in the period under examination the average number of the employed per farm considerably decreased in every area group for both women and men. In every type of farms a similar tendency was observed – the larger area of the farm, the lower decrease in the professional activity factor was reported.

The particularly significant decrease in the professional activity in 2002 as compared to 1996 concerned the women and men connected with small-area farms (for women the factor fell from 81.0% in 1996 to 52.7% in 2002) (table 20). It involved a considerable increase in the unemployment rate in the years under examination. This factor increased most among the persons connected with small (2-5 ha) and medium (5-10 ha) farms. The lowest increase in the unemployment rate was among the persons connected with large farms, with area of arable lands of more than 20 ha, as earning a living was small there.

1.3. Non-agricultural employment

The significant number (38% of Poland's population) and relatively, from a demographic point of view, young age of the countryside inhabitants determine the vitality of rural areas. This reflects the large potential, which is the prerequisite for the increase in activity towards multi-functional development of the countryside, and agriculture in particular towards the extension of non-agricultural economic fields. This translates into the ability to reduce the labour surpluses in agriculture and improve the financial conditions of the countryside inhabitants. The rural population is invariably marked by a lower percentage of graduates from schools educating on the level that may create a good professional start than in the cities. Backwardness on the labour market and related high unemployment, both registered and hidden, in the countryside deepens the sense of helplessness and have a restricting impact on the social activity and entrepreneurship in the actions for the local economic development.

The number of farms running non-agricultural business activity increased from 249.0 thousand in 1996 to 363.4 thousand in 2002, i.e. by 46.0%. The percentage of the farms that declared running non-agricultural activity to the total number of the farms recorded in the Census has increased by 4.3 percentage points in the last 6 years. As regards the arable land area groups the increase in percentage of farms running non-agricultural activity took place in all the specified area groups except for the group of entities with the largest areas (i.e. with arable lands of 50 ha and more) where a decrease by 3.8 points was recorded.

Looking for employment on the urban employment market by rural population is impeded. It is affected by, among other things, poor communication infrastructure that considerably hinders journey to the work place and large costs of possible renting of flat in the city. It needs to be emphasised that countryside inhabitants from the younger age groups were much more competitive on the employment market than the older persons, as they had far better education, appropriate to the requirements of the contemporary employment market.

2. The context of rural employment

2.1. New employment opportunities

The manufacturing sphere was also affected by the cultural changes in the society. It is reflected in a new comprehension of agriculture from a professional and social as well as emotional point of view. Thus one can say that in spite of the fact that the self-supply model of agriculture is still relatively common in Poland, then the inevitable changes result in that more and more farmers who are frequently referred to as the agricultural manufacturers specialise in specific and narrow fields of agriculture. The fast changing present less and less often allows cultivating standards handed down from generation to generation. Generally speaking, the changes mean restriction of the role of branches producing raw materials in favour of growth in the branches dealing with high-level processing and the services branch. The farm's success to a higher and higher extent depends on qualifications and skills, while the cultivation of long-standing experiences and behaviours have less and less meaning.

The employment barrier resulting not only from one of the highest unemployment rates but also from low mobility and quality of labour resources should induce to search the activities in which the natural resources could be utilised. However, this need not necessarily mean that the vision of agriculture is to result only from a simple extrapolation of the existing trends and be of a sector nature. The experts believe that production of fuels and energy will become the main stimulus to development of agriculture and transformations in the Polish countryside in the first half of the 21st century and the function of agriculture as the source of fuels and energy will be as important as the food-manufacturing function is.

Proper evaluation of the cultural heritage of the countryside includes, among other things, the care of the landscape, proper spatial development, protection of traditional architecture and preservation of other material values of the site. The cultural heritage may be helpful in creating new workplaces and raising additional revenue by, for example, production of traditional craft products or high quality local products. It enhances tourist attractiveness of the area, changes its image, intensifies the inhabitants' sense of pride and satisfaction and, in the end, intensifies the process of reinforcing their local identity and determines further development. In this way the countryside becomes the more and more desirable place to settle and rest. Valorisation of the cultural heritage of the countryside is also the proven way of overcoming by some other countries the recession of difficult areas that frequently have significant resources of cultural heritage – sometimes even not realised by the local society.

Well known are the views that in the prospect of the years to come the number of goods-manufacturing farms will amount to about 500 thousand. It means a decline in employment in agriculture to about 1.5 million persons. Hence, the growth in non-agricultural employment in the countryside is expected. It will manifest itself in creating workplaces by starting own business activity and development of the sector of Small and Medium Enterprises in the countryside, with domination of the service sector, starting non-agricultural activity in the farms including processing the agricultural produce, agro-tourism, handicraft and employment of the countryside inhabitants outside their places of residence such as tele-work, various forms of e-business, development of new business activity spheres such as home services, e.g. establishment and maintenance of gardens (parks), home and medical care of the old and disabled people, housekeeping, facilities security. The rural employment markets are of niche character, with large spatial variability resulting from the predominating economical functions of the area, tradition and customs, and incomes of potential customers. However, development of these markets requires the state to provide bigger support than in the cities.

2.2. Education and skills, access and provision

The problem with education of population, including rural population, should be examined at various levels. Due to specificity of the tasks performed in the farm, the farmer's field of activity can be perceived in many different aspects that may be of natural, social, economical or technical character. The farmer is both the entrepreneur and contractor and therefore running a farm requires knowledge and skills in many areas and on different qualification levels. There are a lot of agricultural works that may not be postponed as it takes place in majority of other forms of manufacturing activity carried out by the human being. The knowledge of phenomena and processes that occur in the soil requires the expertise in the field of chemistry, biology and agriculture mechanics, as well as the elements of knowledge of climate and meteorology, etc. Running a farm also requires the knowledge of social and political conditions, legal regulations and how the authorities and entities dealing with supply and purchase act. The knowledge of these issues is necessary for the farmer not only as the basis for participation in the public life, but also as the premise based on which developmental opportunities for the farm are determined. Political as well as administrative and social knowledge in periods of political transformations is decisive for adjustment of the activity to the changing conditions.

As regards the structure of the rural population by education, in the period (1996 to 2002) between the Censuses of Agriculture, the percentage of people with higher education increased twofold. Nevertheless percentage of persons who graduate from university was only 5.4%. Percentage of persons with secondary and post-secondary education also increased considerably. 22.6% of population had this level of education. At the same time, percentage of persons with primary education decreased (chart 1). Percentage of population with so-called incomplete primary education also reduced noticeably. It should be supposed that this effect was strongly interrelated with changes in demographic structure because this type of education mainly concerned those who attended schools in the interwar period.

In 2002, like in the 1990s, there occurred a distinct interdependence between people's education level and their situation on the employment market. Among women with higher education, the employed represented 80.1%, unemployed – 7.4%, and professionally passive – 12.5%. As the level of education was decreasing, the percentage of employed women and men in individual groups also fell, while the percentage of unemployed and professionally passive persons increased (table 2.1).

A particularly high percentage of professional passive persons concerned the groups of population with primary and primary incomplete education.

As it resulted from the analyses, the higher education level of the persons connected with agriculture, the less changes in professional activity factor and employment factor. For example, among persons with higher education the professional activity factor fell only by 5.3 percentage points and the employment factor – by 11.6 percentage points, while the professional activity factor for persons with primary incomplete education fell by 63 percentage points and the employment factor – by 64 percentage points. Similar changes were observed in the group of women and men. In both the communities, the professional activity factor and the employment factor were falling and the unemployment rate was increasing as the education level was decreasing (table 2.2).

In 2002, the professional activity factor for women with higher education was 89.7%, and the total employment factor was 82%. Few women with higher education are employed in agriculture. This may prove that few workplaces in agriculture for both women and men with higher education were available in the countryside and this population found employment mainly in the non-agricultural branches.

2.3. Other key factors in employment

The factor, which clearly affected the range of changes in rural population structure by professional activity in the period between the last censuses of agriculture, was the area of the farm's arable lands. The dependence between the area of arable lands and percentage of the persons working exclusively or mainly in the farm unambiguously indicated that the larger the farm was, the less changes in limitation of employment occurred. In case of the persons connected with the smallest farms (1-2 ha of arable lands) the decrease in professional activity was 50%, and for those who worked in the largest farms (above 50 ha) – it was only 6%.

In 2002, it was recorded that mainly young persons took up the work outside their farms. In particular, this was clearly visible in the farms with area of arable lands of 5 to 10 ha, where persons at the age of 20-29 represented more than 40% of the employed. Similar situation concerned the farms with area of 10 to 50 hectares. In this area group, persons at the age of 20-29 working outside their own farms represented more than half of all the employed population.

The lower involvement in the works carried out in the farms was affected by the above-mentioned changes in the agricultural structure, which included, among other things, the increase in the number of units with the smallest area (agricultural plots and farms with area of 1-2 ha), with simultaneous growth in the field of fitting the farms with area of more than 10 ha, including particularly those with area of more than 50 ha, with mechanical force.

The professional activity of agriculture-related population also depended on the productive functions of the farms (table 2.3). The highest percentage of employed women as well as men in 2002 was focused in the farms that manufactured goods mainly for the market and those that manufactured goods mainly for their own needs. It was reflected in the values of professional activity factor and employment factor (table 2.4).

The values of the above-mentioned factors were always higher in case of men than women, while the unemployment rate among population from individual farms according to the gender was characterised by only a slight diversity.

As it results from the surveys carried out by the Institute of Agricultural and Food Economics (IAFE), the changes in opportunities for economic migrations and in the market activity of the farms as well as progress in fitting with agricultural machinery did not change significantly the situation of the farms as regards the level of utilisation of labour resources. Admittedly, in the years 2000-2005 the scale of unused resources of labour force was reduced, however high percentage of the persons who are unnecessary in the economy still maintains. The size of this population determines the rate of hidden unemployment in individual agriculture.

3. Specific rural employment issues

3.1. The nature of under-employment

Within the first years after Poland's accession to the EU significant changes have occurred on the employment market. They concern not only the employment level itself but are also of structural nature. The structural changes are related to fast development of the private sector, appearance of new jobs, reduction in employment in agriculture and industry, as well as development of the service sector. In order to meet the requirements of competitive employment market, the continuous knowledge improvement and adjustment of skills to the changing conditions are necessary. This requires high activity among the employed persons themselves as well as those who are looking for work. Synthetic measurements of professional activity allow more comprehensive assessment of the effect under examination, taking into consideration some other factors rather than the employment factor itself. As it results from the investigations, development of professional activity of population in the rural areas is mainly realised in the service sector, which confirms the developmental trend observed in the developed countries. Faster economic development, supported by the structural programmes, may contribute to reduction in unemployment also among the rural population and enhancement in its professional activity.

As it results from investigations of IAFE, not only the number of population employed in the farm but also the range of involvement into works carried out as a part of the agricultural activity was being decreased. First of all, this was proved by decrease in the size of the group of persons who worked in their farms on a permanent and full-time basis (from more than 50 to less than 35%) and by more than twofold increase (from 10 to 21%) in the number of population employed in the farm on a seasonal or occasional basis. The group of persons working everyday, but for less than 8 hours a day, in the agricultural activity has also increased significantly (from 40 to 45%). The general decrease in the amount of work in individual agriculture was the result of rationalisation of employment in the farms with areas of 5 to 30 ha of arable lands, while the highest values of this decrease were found in the groups of 5-10 and 10-15 ha of arable lands. In the farms with such areas the employment level was reduced by about 15-16%, which was almost 86% of the loss of annual work units within the whole set being examined. In the units with area of 15 to 30 ha, the employment level was reduced by approx. 4-8%.

On a global scale the labour surpluses in individual agriculture are still encountered. However, there is still a certain group of farms that contend with permanent deficiency of labour resources. Nevertheless, it needs to be emphasised that permanent (all-year-round) deficiencies of labour force in peasant agriculture were and are still marginal.

The amount of unused labour force in individual farms (i.e. persons whose labour does not significantly affect the volume of the agricultural activity) arises, above all, from lack of the possibility of being employed for money. This can be determined based on the work-time or the manager's assessment. Thus, one can note that the persons recognised as employed needlessly, that means those who (as rated among the people working in agriculture) are prone to take up work on a longer time basis, are in fact the unemployed persons (it is an element of hidden unemployment in agriculture).

3.2. The scale of semi-subsistence farming

Creating the optimum living conditions for many millions of people living in the countryside involves solving the employment problem, and thus increasing the possibility of obtaining incomes from beyond the traditionally comprehended agriculture. The investigations showed that

the programmes for unemployment restriction in the rural areas by means of creating new full-time workplaces do not provide sufficiently certain opportunities for successful realisation. Achievement of the status of so-called classic two-profession employee in this way, i.e. by giving a farmer another job in the industry, craft or services, becomes more and more illusory. In this situation, the problem of how to better deal with labour surpluses occurring in the countryside can only be solved by taking into consideration their employment on a part-time basis. The need for diversification of the sources of incomes of rural (agricultural and non-agricultural) population that results from the industrial method for development of contemporary agriculture appears. It is strongly reinforced by globalisation of the world's social and economical system. This, in turn, forces every economic entity (among which the farms, rural craftsman's workshops, small and medium enterprises operating in the countryside, all types of service institutions and many other elements of infrastructure can also be rated) to adapt to the new rules of operation, characterised by fast introduction and implementation of state-of-the-art technologies, including, above all, the IT solutions, intensification of foreign trade, loss of the part of economic independence in favour of transnational manufacturing and capital corporations. By introduction of, above all, the information technology, the Polish countryside is given a unique opportunity to recuperate its labour and production system and make use of the possibility of far-reaching decentralisation of many types of the economic business, relieve many types of professional activity of the tight straightjacket of large city's infrastructure and multiply the ability to operate on the market. As an instrument for including countryside and agriculture into the structures of the global society, the omnipresent information technology at the same time gives an opportunity to make use of development of own resources.

3.3. The implications of the “Lisbon strategy”

The integration of Polish agriculture with the European Union revealed the additional tasks for the farmers. Development of agriculture will have to be adjusted to the rules of operation of economies of the partners and this requires the competition be taken into consideration.

Under the current conditions, when the human capital is of greater and greater significance for creation of developmental processes within the economy, people’s education plays greater and greater role. This concerns both the dimension of general transformations and the unit dimension. The education level more and more often determines the person’s chances on the employment market and also affects satisfaction of their professional and cultural aspirations. Regardless of the type of necessary skills, the basis for education is invariably the school education.

Promotion of multiprofessionality, as perhaps the basic form of professional activity of the countryside inhabitants in the 21st-century society, seems to be strongly linked with the new model of society (called the information society, although now, as a result of the discussion on the so-called Lisbon Strategy, it is more and more often called the knowledge-based society) in which the basis for any type of activity, including the economic activity, is the knowledge and ability to use information. This link causes, among other things, that the professional activity is characterised or will be characterised by shorter and shorter time of usefulness of the knowledge and skills acquired during the education process at school (so-called operation in the acquired profession). And this means that inhabitants of the countryside (and also of the cities) are obliged or will be obliged in the nearest future to cooperate with education institutions over the whole time of their professional activity to obtain as wide and up-to-date general and specialist knowledge as possible, as the possibility to arrange different types of their own economic activity will depend just on it. It includes: the reinforcement of the social capital by promotion of at least secondary level of education, including the so-called general education, as only such education creates the opportunities to acquire the appropriate level of vocational qualifications, which are required to work both in agriculture and outside agriculture when diversification of the income sources is necessary; the need for intensification of education of the adults to enhance the level of general education and supplement the education of those who already work in agriculture, thus giving them a chance to enter the local employment market or begin working on a self-employment basis; introduction of the new contents and organisational solutions into the system for professional preparation of farmers in order to enhance the level of their general education and provide them with civil knowledge, which allow the occurrence of a chance to develop relevant social attitudes, which apart from the purely professional skills are required from those who work on the land (i.e. penchant for the land and animals, taking up the tasks related to protection of the national and natural heritage, and readiness to overcome the natural hardships connected with work on the land).

The experts think that the Lisbon Strategy was prepared well but is realised in a wrong manner, among other things due to the intra-country barriers – weakness of the political leadership and lack of the social acceptance for increasing the market’s role and individual responsibility, and limitation of the welfare role of the state.

4. Overview and prospects

Comparing the level of employment and activity of the population involved in agriculture over the recent years have revealed the distinct reduction in the size of this group as well as reduction in the professional activity factor and the employment factors. This decrease was noticed in all the households with a farm user, regardless of the area of arable lands.

The intensity of changes in the economic activity of rural population within the recent years depended on the area of arable lands in the farms. The average number of the full-employed per farm, both in 1996 and 2002, was growing as the area of the farm increased. The professional activity of the agriculture-related population depended on the extent to which the production activity was associated with the market. The highest percentage of the employed focused on the farms that produced mainly for the market. In the farms with smaller areas, the situation that people were looking for additional sources of income outside their own farms was commonly observed. The correlation between the area of the land being utilised and the extent to which work was taken up outside the farm was intensifying over the whole investigated period.

The gender was also a determinant, mainly as regards the division into professionally active and passive persons – men were more active in every division – i.e. by working in the farm, earning the living outside the farm and looking for employment. Women were professionally passive more frequently.

A distinct improvement in the level of youth's education was also reported, which increased their chances on the employment market and enabled leaving the farm completely. Percentage of persons with higher education, in the education level structure, increased twofold over the period under investigation. At the same time, percentage of persons with primary (mainly incomplete) education fell down considerably over this time. However, on the other hand, the rural market was characterised by limited absorptivity for the work that requires high qualifications.

There is a distinct interdependence between the people's education level and their situation on the employment market. As the level of education was decreasing percentage of the employed persons was falling down. At the same time, percentage of the unemployed and professionally passive persons was increasing.

The chances to find a non-agricultural job and win the competition on both the rural and urban employment markets were directly related to the level of education. The importance of education as the factor, which determines the chances of people in their lives and their position on the employment market, has increased considerably over the recent period. It means that state of the national economy and its functioning is more and more dependent on creation and appropriate use of knowledge.

The need for education of rural population comprehended as scholarisation on the higher and higher level, and also activation of the pro-social attitudes, is very important from the viewpoint of employment and unemployment as well as competitiveness on the employment market both in the city and in the countryside. More and more often, raising the average level of education generates unemployment for those less qualified, while those with a greater education level have better employment prospects. Higher level of education also creates better possibilities for professional advancement and improvement in the living standards (higher salary).

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6. Annexes

Table 1. Population by age in the years 1988 and 2002

Specification	Total	Population age				
		pre-productive	productive			post-productive
			total	mobile	non-mobile	
1988						
Total (thousands)	37 879.1	11 310.3	21 803.7	15 167.7	6 636.0	4 734.8
Including countryside (per cent)	38.8	40.2	36.7	36.0	38.3	45.4
2002						
Total (thousands)	38,230.1	8,850.7	23,625.7	15,241.2	8,384.5	5,749.1
Including countryside (per cent)	38.2	43.9	35.8	37.3	33.1	39.8

Source: Own work based on the "Report on results of the National Census of Population and Housing 2002", the Polish Central Statistical Office (GUS), Warsaw 2003.

Table 2. Population structure by age in the years 1988 and 2002

Specification	Total	Population age				
		pre-productive	productive			post-productive
			total	mobile	non-mobile	
1988						
Total	100.0	29.9	57.6	40.1	17.5	12.5
Countryside	100.0	30.9	54.5	37.2	17.3	14.6
City	100.0	29.2	59.6	41.9	17.7	11.2
2002						
Total	100.0	23.2	61.8	39.9	21.9	15.0
Countryside	100.0	26.5	57.9	38.9	19.0	15.6
City	100.0	21.1	64.2	40.5	23.7	14.7
1988 = 100						
Total	100.9	78.3	108.4	100.5	126.3	121.4
Countryside	99.4	85.4	105.7	104.0	109.3	106.4
City	101.9	73.5	109.9	98.5	136.9	133.9

Source: Own work based on the "Report on results of the National Census of Population and Housing 2002", GUS, Warsaw 2003.

Table 3. Non-productive age population per 1000 persons at productive age in the years 1988 and 2002

Specification	Total	City	Countryside
1988			
Total	736	678	836
Males	638	602	696
Females	841	755	1001
2002			
Total	618	556	729
Males	524	476	606
Females	717	637	871

Source: Own work based on the "Report on results of the National Census of Population and Housing 2002", GUS, Warsaw 2003.

Table 1.4. Employed in agriculture, hunting and forestry

Thousands

Specification	1996	2000	2001	2002		2003	2004
				A	B		
total	4358.7	4304.6	4289.7	4281.5	2161.1	2138.3	2139.5
Including agriculture and hunting							
total	4293.0	4247.3	4237.1	4229.8	2109.4	2089.2	2094.7
Including agriculture							
total	4291.1	4245.9	4236.6	4229.4	2109.0	2088.7	2094,2
Including: persons working in individual farms	4129.8	4129.8	4129.8	4129.8	2009.4	2009.4	2009,4
Members of the agricultural production cooperative	39.2	23.2	22.7	20.8		17.0	15.9

Data for the years 1996, 2000, 2001 and 2002 variant A were assessed using the results of the Census of Agriculture in 1996, data for the year 2002 variant B and the years 2003 and 2004 were assessed using the results of the National Census of Population and Housing in 2002 and Census of Agriculture in 2002.

Source: Data of the Polish Central Statistics Office: Statistical Yearbook for Agriculture and Rural Areas 2005, the Polish Central Statistics Office, Warsaw 2005

Table 1.5. Employed in agriculture by employment status

Thousands

Specification	1996	2000	2001	2002		2003	2004
				A	B		
total	4291.1	4245.9	4236.6	4229.4	2109.0	2088.7	2094,2
Including females	2138.8	2127.8	2125.9	2122.9	931.4	925.8	926,6
Employed under contract of employment	177.7	142.7	54.2	130.1	116.3	100.5	110,0
Including females	60.6	52.5	51.6	49.3	33.9	29.7	31,4
Employers and self-employed in individual farms and agriculture	4073.6	4073.6	4073.6	4073.6	1967.0	1967.0	1967,0
Including females	2066.6	2066.6	2066.6	2066.6	890.5	890.5	890,5
Members of the agricultural production cooperative	39.2	23.2	22.7	20.8		17.0	15.9
Including females	11.5	6.9	6.7	6.0		4.7	4.4

Data for the years 1996, 2000, 2001 and 2002 variant A were assessed using the results of the Census of Agriculture in 1996, data for the year 2002 variant B and the years 2003 and 2004 were assessed using the results of the National Census of Population and Housing in 2002 and Census of Agriculture in 2002.

Source: Data of the Polish Central Statistics Office: Statistical Yearbook for Agriculture and Rural Areas 2005, the Polish Central Statistics Office, Warsaw 2005

Table 1.6. Population at the age of 15 and more in the countryside in households in 2002

Specification	Farm households			
	total	using the individual farm	using the agricultural plot	having farm animals
TOTAL				
Population (thousands)	10 474.5	7 457.7	2 956.3	60.5
including females (in per cent)	49.6	49.1	50.9	49.1
Number of females per 100 males	98	96	104	96
COUNTRYSIDE				
Population (thousands)	8 504	6 484.8	1 975.1	45.1
including females (in per cent)	49.4	49.0	50.8	49.1
Number of females per 100 males	98	96	103	97

Source: Own work based on the "Census of Agriculture 2002", Population Involved in Agriculture, vol. I, GUS, Warsaw 2003.

Table 1.7. Population in households using the farm (agricultural plot) by gender and age in the years 1996 and 2002 (thousands)

Specification	Total	Pre-productive	Productive			Post-productive
			total	mobile	non-mobile	
1996						
Females	362.8	0.2	225.9	111.6	114.3	177.6
Males	1020.0	0.5	887.5	458.3	429.2	131.9
2002						
Females	246.1	0.1	188.7	94.1	94.6	57.3
Males	768.5	0.5	703.3	363.1	340.2	64.6
1996 = 100						
Females	67.8	84.3	83.5	84.3	82.8	32.3
Males	75.3	100.0	79.2	79.2	79.3	49.0

Source: Own calculations based on data of the Censuses of Agriculture in 1996 and 2002.

Table 1.8. Population in farm households in the countryside by gender and age in 2002

Specification	Total	Pre-productive	Productive			Post-productive
			total	mobile	non-mobile	
Thousands						
Total	6484.8	1759.7	3832.6	2537.2	1295.4	892.3
Females	3174.8	858.0	1726.8	1171.9	554.9	589.9
Males	3310.0	901.7	2105.8	1365.3	740.5	302.4
Structure						
Total	100.0	27.1	59.1	39.1	20.0	13.8
Females	100.0	27.0	54.4	36.9	17.5	18.6
Males	100.0	27.2	63.6	41.2	22.4	9.2

Source: Own calculations based on data of the Censuses of Agriculture in 1996 and 2002.

Table 1.9. Structure of population at the age of 15 and more in households with the user of individual farm by professional activity in 1996 and 2002 (thousands)

Specification	Total population	Employed	Unemployed	Professionally passive
1996				
Total	100.0	100.0	100.0	100.0
Males	50.3	52.3	50.1	39.7
Females	49.7	47.7	49.9	60.3
2002				
Total	100.0	100.0	100.0	100.0
Males	50.9	56.1	55.0	41.4
Females	49.1	43.9	45.0	58.6

Source: Own calculations based on data of the Census of Agriculture in 1996 and 2002.

Table 1.10. Employment structure of population at the age of 15 and more in the countryside in farmers' households in 1996 and 2002

Specification	Employed						
	total	in their own farm			outside the farm		
		total	exclusively	mainly	total	exclusively	mainly
Total							
1996	100.0	60.4	58.7	1.7	33.8	24.7	9.1
2002	100.0	46.3	44.7	1.6	53.0	42.2	10.8
Females							
1996	100.0	64.7	63.5	1.2	35.3	23.0	12.3
2002	100.0	47.6	46.8	0.8	51.5	43.2	8.3
Males							
1996	100.0	56.7	54.5	2.2	43.3	26.1	17.2
2002	100.0	45.2	43.0	2.2	54.1	41.4	12.7

Source: Own calculations based on data of the Census of Agriculture in 1996 and 2002.

Table 1.11. Population at the age of 15 and more in households with individual farm user by professional activity in 1996 and 2002 (thousands)

Population	Total	Employed	Unemployed	Professionally passive	Professional activity factor	Employment factor	Unemployment rate
1996							
Total	6,216.5	5,170.0	61.9	984.6	84.2	83.2	1.18
Males	3,126.8	2,705.3	31.0	390.5	87.5	86.5	1.13
Females	3,089.7	2,464.7	30.9	594.1	80.8	79.8	1.24
2002							
Total	5,891.9	3,380.0	414.9	2,010.0	65.4	58.2	10.9
Males	2,996.7	1,894.9	228.0	832.7	71.8	64.1	10.7
Females	2,895.2	1,485.1	186.9	1,177.3	58.7	52.1	11.2
1996 = 100							
Total	0.95	0.65	6.70	2.04	0.78	0.70	9.24
Males	0.96	0.70	7.36	2.13	0.82	0.74	9.48
Females	0.94	0.60	6.05	1.98	0.73	0.65	9.03

Source: Own calculations based on data of the Census of Agriculture in 1996 and 2002.

Table 1.12. Economic activity of the users working exclusively or mainly in their own farms (on agricultural plot) by gender and age in 2002

Specification	Total	Pre-productive	Productive			Post-productive
			total	mobile	non-mobile	
Females						
Professional activity factor	59.1	9.3	76.5	79.3	70.8	23.7
Total employment factor	52.8	8.8	67.5	67.0	68.7	23.6
Employment in agriculture factor	34.3	7.7	41.1	36.6	50.3	22.7
Unemployment rate	10.6	5.2	11.8	15.5	3.0	0.2
Males						
Professional activity factor	72.6	15.8	83.5	86.5	77.9	33.4
Total employment factor	65.1	15.0	74.3	74.0	74.9	33.4
Employment in agriculture factor	39.4	13.1	42.9	37.4	52.9	32.0
Unemployment rate	10.3	4.9	10.9	14.5	3.8	0.2

Source: Own calculations based on data of the Census of Agriculture in 2002.

Tabela1.13. Employed in agriculture by provinces

Thousands

Specification	2000	2001	2002		2003	2004	
			A	B		total	per 100 ha of AL
Poland	4245.9	4236.7	4229.4	2108.9	2088.8	2094.7	12.8
Lower Silesian	158.7	157.5	157.16	71.4	70.4	70.3	6.8
Kujawy-Pomerania	197.8	196.5	196.36	117.5	116.2	116.0	11.0
Lubelskie	505.9	505.4	504.86	276.0	275.9	276.3	18.6
Lubuskie	54.6	54.1	54.1	24.2	23.7	24.2	4.7
Łódzkie	34.4	343.6	343.61	191.1	190.5	190.7	17.2
Malopolskie	476.1	475.5	475.61	182.7	181.7	182.1	24.3
Mazovia	589.6	591.3	590.2	322.1	316.1	318.1	14.9
Opolskie	104.0	103.2	101.5	48.9	48.8	48.7	9.0
Podkarpackie	443.0	442.1	441.9	155.4	155.1	155.5	20.5
Podlaskie	227.2	226.6	226.6	136.6	136.4	137.0	12.3
Pomerania	107.6	106.6	106.2	58.2	56.8	57.0	7.0
Silesian	210.3	210.0	209.2	70.3	68.9	68.9	13.8
Swietokrzyskie	288.9	288.6	288.6	142.6	142.2	142.7	22.5
Warmia-Masuria	115.0	114.8	114.6	63.7	62.4	62.6	6.1
Wielkopolskie	344.3	342.6	341.1	207.7	205.1	205.7	11.4
West Pomerania	79.0	78.6	77.8	40.8	38.7	39.0	3.7

Data for the years 2000, 2001 and 2002 variant A were assessed using the results of the Census of Agriculture in 1996, data for the year 2002 variant B and the years 2003 and 2004 were assessed using the results of the National Census of Population and Housing in 2002 and Census of Agriculture in 2002.

Source: Data of the Polish Central Statistics Office: Statistical Yearbook for Agriculture and Rural Areas 2005, the Polish Central Statistics Office, Warsaw 2005

Table 1.14. Economic activity of population at the age of 15 and more in households with farm user by provinces based on the Census of Agriculture 1996 and Census of Agriculture 2002

Thousands

Specification	Years	Total	Employed	Unemployed	Professionally passive	Employment in agriculture factor in %
Poland	1996	8792.6	5820.1	147.9	2824.6	40.0
	2002	8374.7	4250.7	698.1	3296.1	23.9
Lower Silesian	1996	403.3	235.2	9.7	158.5	29.0
	2002	389.5	179.3	41.2	164.3	15.8
Kujawy-Pomerania	1996	393.3	256.9	8.9	127.6	43.7
	2002	345.0	183.4	29.2	130.7	30.9
Lubelskie	1996	869.8	643.6	9.5	216.8	52.9
	2002	837.7	462.2	60.1	305.6	32.6
Lubuskie	1996	153.2	81.0	4.3	67.9	24.0
	2002	151.3	65.8	16.8	67.0	13.6
Łódzkie	1996	636.3	465.3	8.5	162.5	49.4
	2002	584.8	343.2	41.7	197.4	31.6
Malopolskie	1996	1080.3	672.9	15.8	391.6	31.9
	2002	1117.4	510.6	97.2	483.3	16.1
Mazovia	1996	1052.3	782.5	13.0	256.8	51.3
	2002	1015.7	584.4	78.7	347.5	30.3
Opolskie	1996	242.3	151.5	3.9	86.9	32.1
	2002	210.8	99.5	15.4	84.1	21.0
Podkarpackie	1996	925.8	628.9	14.3	282.6	38.5
	2002	937.9	412.7	89.1	406.3	16.8
Podlaskie	1996	355.8	262.8	4.0	89.0	58.6
	2002	349.3	197.3	19.6	121.5	39.5
Pomerania	1996	245.5	147.7	6.8	91.0	33.4
	2002	220.9	11.3	20.3	86.9	22.8
Silesian	1996	768.3	409.0	13.6	345.8	16.8
	2002	674.1	302.0	54.4	307.4	9.0
Swietokrzyskie	1996	510.9	356.6	8.4	145.8	47.8
	2002	484.1	252.9	43.4	182.3	29.2
Warmia-Masuria	1996	239.2	140.4	7.5	91.3	37.3
	2002	221.4	106.4	23.5	88.7	25.6
Wielkopolskie	1996	720.8	478.9	13.2	228.7	40.5
	2002	644.9	354.7	45.4	242.6	28.0
West Pomerania	1996	195.5	107.0	6.6	81.9	27.5
	2002	189.8	85.1	22.0	80.6	16.4

Source: Data of the Polish Central Statistics Office: Statistical Yearbook for Agriculture and Rural Areas 2005, the Polish Central Statistics Office, Warsaw 2005

Table 1.15. Economic activity of population at the age of 15 and more in households with farm user by provinces based on the Census of Agriculture 1996 and Census of Agriculture 2002

Thousands

Specification	Year s	Employed						
		total	In their own farm			Outside their farm		
			total	exclusivel y	mainly	total	exclusivel y	mainly
Poland	1996	5820.1	3516.4	3414.4	102.0	2303.7	1436.6	867.1
	2002	4250.7	1967.0	1899.2	67.7	2251.1	1793.4	457.7
Lower Silesian	1996	235.2	116.9	112.8	4.1	118.3	82.0	36.3
	2002	179.3	60.9	58.2	2.7	116.2	98.8	17.4
Kujawy- Pomerania	1996	256.9	171.9	167.5	4.4	84.9	58.5	26.5
	2002	183.4	106.1	102.3	3.8	76.1	61.9	14.2
Lubelskie	1996	643.6	460.4	448.3	12.0	183.2	80.2	103.0
	2002	462.2	269.5	260.2	9.3	187.2	120.8	66.3
Lubuskie	1996	81.0	36.7	35.2	1.5	44.3	34.2	10.1
	2002	65.8	20.4	19.6	0.8	44.4	38.8	5.6
Lódzkie	1996	465.3	314.0	304.2	9.9	151.2	73.8	77.4
	2002	343.2	183.9	176.3	7.6	155.6	107.1	48.5
Malopolskie	1996	672.9	344.2	333.2	11.0	328.7	219.7	109.0
	2002	510.6	175.9	171.6	4.4	333.8	284.2	49.5
Mazovia	1996	782.5	539.4	521.6	17.8	243.1	123.2	119.9
	2002	584.4	306.2	293.8	12.4	275.4	204.9	70.5
Opolskie	1996	151.5	77.8	75.4	2.4	73.7	49.4	24.3
	2002	99.5	41.8	40.0	1.9	57.0	45.7	11.3
Podkarpackie	1996	628.9	356.8	348.9	7.9	272.1	147.3	124.8
	2002	412.7	152.2	149.9	2.3	256.5	209.6	46.9
Podlaskie	1996	262.8	208.5	204.0	4.5	54.3	28.3	26.0
	2002	197.3	133.7	129.5	4.3	62.2	45.6	16.6
Pomerania	1996	147.7	81.9	79.0	2.9	65.8	50.4	15.4
	2002	11.3	49.8	47.6	2.2	60.6	52.1	8.5
Silesian	1996	409.0	128.8	124.3	4.5	280.1	225.2	54.9
	2002	302.0	59.9	57.8	2.0	237.8	215.6	22.2
Swietokrzyskie	1996	356.6	244.1	236.6	7.5	112.6	60.5	52.1
	2002	252.9	139.8	136.6	3.2	110.9	78.9	32.0
Warmia- Masuria	1996	140.4	89.2	87.0	2.2	51.3	39.8	11.4
	2002	106.4	56.0	54.0	2.0	50.3	43.8	6.5
Wielkopolskie	1996	478.9	292.2	284.6	7.5	186.8	122.3	64.5
	2002	354.7	180.1	172.6	7.4	174.0	138.2	35.8
West Pomerania	1996	107.0	53.7	51.7	2.0	53.3	41.8	11.5
	2002	85.1	30.9	29.4	1.5	53.3	47.2	6.1

Source: Data of the Polish Central Statistics Office: Statistical Yearbook for Agriculture and Rural Areas 2005, the Polish Central Statistics Office, Warsaw 2005

Table 1.16. The employed exclusively or mainly in their own farms (thousands) by arable land area

Specification	Total	Agricultural plots	Area group in ha							
			total	1-2	2-5	5-10	10-20	20-50	50-100	above 100
1996										
Total	3516.4	16.0	3500.4	433.3	1012.5	1093.6	748.4	194.2	12.9	5.5
Females	1751.4	7.8	1743.6	238.7	527.6	531.3	349.2	88.9	5.7	2.2
Males	1765.0	8.2	1756.8	194.5	484.9	562.3	399.1	105.3	7.3	3.4
2002										
Total	1967.0	21.2	1945.8	199.4	496.2	571.2	461.6	187.3	22.6	7.4
Females	890.5	9.3	881.2	100.2	238.9	255.4	196.8	78.1	9.1	2.7
Males	1076.5	11.9	1064.6	99.2	257.3	315.8	264.8	109.2	13.5	4.7
1996 = 100										
Total	55.9	132.5	55.6	46.0	49.0	47.3	61.7	96.4	175.2	134.5
Females	50.8	119.2	50.5	42.0	45.3	48.1	56.4	87.9	160.0	122.7
Males	61.0	145.0	60.6	51.0	53.1	56.2	66.4	103.7	184.9	140.2

Source: Own calculations based on data of the Censuses of Agriculture in 1996 and 2002.

Table 1.17. Professional activity of population connected with agriculture in the years 1996 and 2002 by gender and farm area

Area group in ha	Females				Males			
	professional activity factor		unemployment rate		professional activity factor		unemployment rate	
	1996	2002	1996	2002	1996	2002	1996	2002
1 - 2	81.0	52.7	1.5	17.2	86.2	65.5	1.7	17.0
2 - 5	82.9	57.6	0.9	7.1	88.7	70.6	1.0	8.8
5 - 7	82.4	62.2	0.7	8.7	89.2	75.6	0.6	8.6
7 - 10	81.3	62.9	0.7	7.6	87.9	76.9	0.6	7.3
10 - 15	79.9	63.1	0.7	6.8	87.4	77.4	0.6	6.1
15 - 20	79.1	63.1	0.7	6.0	87.5	77.1	0.6	5.3
20 - 30	78.7	63.0	0.7	5.7	87.4	76.9	0.6	4.5
30 - 50	78.6	63.2	0.7	4.6	88.0	77.1	0.5	3.9
50 - 100	78.3	63.5	0.7	4.4	88.0	77.7	0.5	2.8
Above 100	75.3	63.1	0.9	4.2	88.5	79.9	0.2	1.8

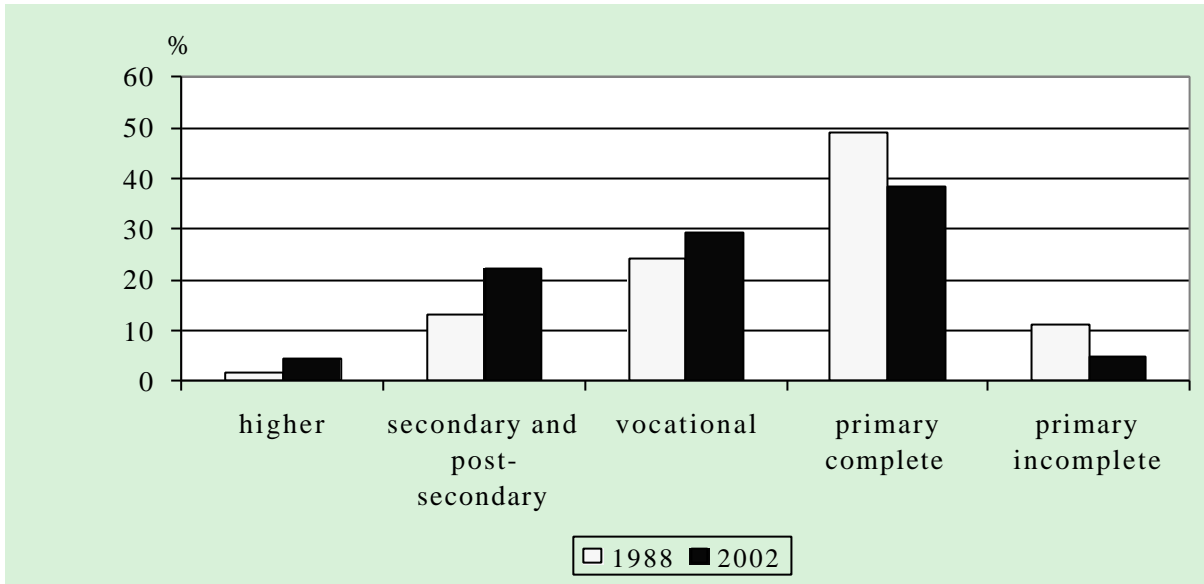
Source: Own calculations based on data of the Censuses of Agriculture in 1996 and 2002.

1.1.1.1.1 Table 1.18. Average number of the full-employed in the countryside per farm

1.1.1.2 Specificati on	1.1.1.3 T o t a l	Farm area in ha						
		1-2	2-5	5-10	10-20	20-50	50-100	above 100 ha
1996								
Total	1.62	0.90	1.47	1.93	2.15	2.27	2.16	1.96
Females	0.75	0.45	0.70	0.87	0.95	0.99	0.90	0.35
Males	0.87	0.44	0.77	1.06	1.20	1.28	1.27	1.22
2002								
Total	1.00	0.42	0.82	1.33	1.68	1.88	1.76	1.00
Females	0.42	0.19	0.37	0.55	0.68	0.75	0.67	0.34
Males	0.58	0.23	0.45	0.78	1.00	1.13	1.09	0.66

Source: Own calculations based on data of the Censuses of Agriculture in 1996 and 2002.

Chart 1. Population at the age of 15 and more living in the countryside, by education level



Source: Data of the Polish Central Statistics Office.

Table 2.1. Professional activity structure of population at the age of 15 and more living in the countryside farms, by education level and gender in 2002

Education	Total (thousands)	Including percentage of		
		employed	unemployed	professionally passive
Females				
Higher	96.9	80.1	7.4	12.5
Post-secondary	67.2	73.4	9.5	14.5
Secondary vocational	420.1	69.3	10.8	17.9
Secondary	152.0	53.5	10.9	32.8
Vocational	564.3	68.0	9.9	20.2
Primary	1 045.0	36.9	2.1	60.3
Primary incomplete	142.3	18.8	0.2	80.7
Males				
Higher	61.7	83.8	5.8	8.6
Post-secondary	20.4	77.5	9.6	11.2
Secondary vocational	399.3	76.2	9.2	13.1
Secondary	54.2	57.6	10.3	30.2
Vocational	976.7	75.7	9.9	12.8
Primary	996.5	50.4	4.5	44.4
Primary incomplete	81.8	28.8	1.2	69.7

Source: Own calculations based on the Census of Agriculture in 2002.

Table 2.2. Economic activity of population living in the countryside farms by education level and gender in 2002

Education	Professional activity factor		Employment factor				Unemployment rate	
			Total		in agriculture			
	Females	Males	Females	Males	Females	Males	Females	Males
Higher	89.7	91.2	82.0	85.3	10.3	19.7	8.6	6.5
Post-secondary	85.1	88.6	75.4	78.9	23.8	29.2	11.4	11.0
Secondary vocational	81.7	86.7	70.7	77.4	35.3	35.8	13.5	10.7
Secondary	66.3	69.2	55.1	58.7	27.2	26.1	16.9	15.2
Vocational	79.4	87.0	69.3	76.9	47.4	42.6	12.7	11.6
Primary	39.3	55.3	37.2	50.7	32.9	41.0	5.3	8.2
Primary incomplete	19.1	30.1	18.9	28.9	18.3	27.2	0.9	3.9

Source: Own calculations based on the Census of Agriculture in 2002.

Table 2.3. Structure of professionally active and passive persons in the farms by the purpose of agricultural production in 2002

Specification	Farms				
	total	not running agricultural production	producing		
			for their own needs only	mainly for their own needs	mainly for the market
Females					
Employed	100.0	4.6	5.0	28.0	62.4
Unemployed	100.0	16.7	14.9	29.9	38.5
Professionally passive	100.0	12.0	18.6	22.3	47.1
Males					
Employed	100.0	5.0	5.7	26.3	63.0
Unemployed	100.0	19.1	15.1	29.6	36.2
Professionally passive	100.0	12.1	21.3	22.0	44.6

Source: Own calculations based on the Census of Agriculture in 2002.

Table 2.4. Economic activity of the users working exclusively or mainly in their own farms by the purpose of agricultural production and gender

Specification	Farms				
	total	not running agricultural production	producing		
			for their own needs only	mainly for their own needs	mainly for the market
Females					
Professional activity factor	59.1	41.4	31.9	64.5	64.8
Total employment factor	52.8	28.9	23.6	57.2	60.3
Employment in agriculture factor	34.3	×	×	35.1	46.2
Unemployment rate	10.6	30.1	26.1	11.3	6.8
Males					
Professional activity factor	72.6	58.4	45.5	76.2	78.1
Total employment factor	65.1	40.6	35.0	67.5	73.3
Employment in agriculture factor	39.4	×	×	34.8	54.7
Unemployment rate	10.3	30.5	23.1	11.4	6.2

Source: Own calculations based on the Census of Agriculture in 2002.