



Prospects for Farmers' Support:
Advisory Services in European AKIS

AKIS and advisory services in Poland

Report for the AKIS inventory (WP3) of the PRO AKIS project

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Executive summary

The main aim of the report is to provide a comprehensive description of the Agricultural Knowledge and Information System (AKIS) in Poland, with a particular focus on agricultural advisory services. The description includes history, policy, funding, advisory methods and a section on how the Farm Advisory System (FAS) was implemented.

This report represents an output of the PRO AKIS project (Prospects for Farmers' Support: Advisory Services in the European Agricultural Knowledge and Information Systems'). It is one of 27 country reports that were produced in 2013 by project partners and subcontractors for compiling an inventory of Agricultural Knowledge and Information Systems. AKIS describe the exchange of knowledge and supporting services between many diverse actors from the first, second or third sector in rural areas. AKIS provide farmers with relevant knowledge and networks around innovations in agriculture. Findings from the 27 country reports were presented at three regional workshops across Europe in February (in Copenhagen and Paris) and March 2014 (in Krakow), discussed with stakeholders and experts, and feedback integrated in the reports.

Agriculture in Poland is an important economic sector having a crucial impact on the socio-economic situation in rural areas, but the impact on macro-economic ratios is rather low. The agricultural sector is characterised by one of the highest proportions of family farm in the European Union, and high employment in agricultural production. The number of agricultural holdings is 1500.6 thousand (2010) and the area structure shows a great diversity: 31.1% are between 2 to 5 ha and only 8.1% above 20 ha. The average size is 10.3 ha. Farms are managed by relatively young farmers; the share of the age group below 35 years is 14.7% which is highest among EU-27 Member States. The cattle – beef and dairy, pigs and poultry are dominant in livestock. In respect to the cattle stock, Poland was fifth among the 27 EU member states. In plant production cereals (including wheat) are dominant and share 70% of its structure.

In Poland the AKIS is composed of many actors – institutions and public organisations, as well as private organisations and NGOs. They have different functions in the advisory system. The main function for all of them is information (i.e. ministry of agriculture and rural development), for some – education and research (i.e. universities, research institutes, NGOs), for most of them – advisory services (in techniques and technologies of plant and animal production, mechanisation and farm restructuring), for many - help in building of business plans, preparation of credit and subsidies applications, special function fulfilling self-governing organisations (i.e. agricultural chambers, unions/association of producers). The most important role of the advisory system in Poland has been fulfilled by the Provincial Advisory Centres (16), which fulfil all functions specified above. They are public, independent organisations without any co-ordinating body. Currently these organisations employ 3454 advisors, of which 232 are field advisors. The main methods of advice are individual – 56.2%, group – 26.0% and mass services – 17.8%. Public and private funding services coexist. There is recognition that government funding is limited year by year, and that farmers' fees are increasing.

Analyzing the relationship between stakeholders of AKIS, as an expression of the opinion of ODR directors, scientists and farmers-leaders we noticed that very strong links exist only between farmers and advisers of ODRs and strong links between ODRs and research institutions, agricultural universities, agricultural policy and also between farmers and input suppliers and output purchasers. Other relationships are weak.

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List of Acronyms

AKIS	Agricultural Knowledge and Information Systems
AWU	Annual work unit
CAP	Common Agricultural Policy
CC	Cross Compliance
CDR	Agricultural Extension Centre
EIP	European Innovation Partnership
ESU	European size units
FAS	Farm Advisory System
FBO	Farmer-Based Organisation
GDP	Gross Domestic Product
IR	Farmer Agricultural Chambers
LEADER	Links between the rural economy and development actions
LSU	Livestock unit
MARD / MOARD	Ministry of Agriculture and Rural Development
NGO	Non-Governmental Organisation
ODR	the Provincial Advisory Centres
R&D	Research & Development
RDP	Rural Development Programme
SMEs	Small and Medium Size Enterprises
SMFs	Small and Medium Size Farms
SMR	Statutory Management Requirements
TAC	territorial advisory centres
UAA	Utilised agricultural area

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1. Main structural characteristics of agricultural sector of the country

Poland's population, and hence food consumers, is more than 38 million. In the recent 20 years, its number has maintained at a similar level. About 40% of the population lives in rural areas, which are 93.2% of the area of the country. 123 people live per 1 km² – 1082 in cities, 51 in rural areas. Since 1999, in Poland a three-level administrative division has been binding: the first degree -16 provinces (voivodeships), the 2nd degree – 380 districts (counties) - 66 cities having the rights of a district and 314 the so-called country districts, and the 3rd degree - 2479 communes (306 municipalities, 602 urban and rural communes and 1571 rural communes).

Agriculture in Poland is an economic sector of high importance and has a crucial impact on not only on the socio-economic situation of the rural areas but also on the environment, the structure of landscape and the biological diversity of those areas. On the other hand, the impact of agriculture on the macroeconomic ratios, first of all on share in GDP, is low. In 2012, GDP per capita was EUR 9 900 and the share of agriculture in GDP reached the level of 3.54%, whereas at the beginning of the system transition, i.e. in 1989, it was 11.8%. Employment in agriculture is approximately 12.8% (2010). This percentage is very high, though it has been decreasing systematically (26.9% in 2000). High employment in the Polish agriculture is the effect of a significant dispersion of farms and quite a high level (14%) of unemployment in the country (9.3% in the rural areas). The average level of employment is 24.0 people per 100 ha UAA (12.2 AWU per 100 ha UAA).

The utilized agricultural area spreads across 15 502 969 ha, which is 50.2% of the total area, including agricultural land – 38.7%, permanent grassland – 10.3%, permanent orchards and plantations – 1.2%. Cereals' share in the structure of sowings is approximately 70%, including wheat at the level of almost 30%. The stock of cattle is 4 406 thousand LSU, including milk cows – 2 474 thousand, pigs – 3 657 thousand, poultry – 2 062 thousand. In respect of the stock of cattle, Poland was fifth among 27 EU member states (4 406.2 thousand LSU).

The agricultural output value has been increasing systematically and in 2011 it amounted to EUR 21 837 million, which is 5.7% of EU-27. The production of plants is dominated by cereals, mainly winter wheat – 9.3 million tons at the average of 3.2 tons in 2010), barley – 3.3 million tons, rye – 2.9 million tons (the greatest production among EU countries), corn – 2.4 million tons and sugar beets – 10.3 million tons, potatoes – 9 million tons (6.4 million tons in 2013) and rapeseed – 1.9 million tons. As compared to other EU countries, low yields of wheat and other cultivated plants are a consequence of lower utility value of Polish soils, lower level of mineral fertilizing (141.8 kg NPK/ha) and lower consumption of plant pesticides (0.5 kg of pure component of pesticides per 1ha). Agricultural production in Poland is thus extensive and semi-subsistent. The total milk production is 12.5 million tons, cattle for slaughter 379.9 thousand tons, pigs for slaughter 1.8 million tons, and poultry for slaughter 1.4 million tons. In the production of vegetables and fruit, the most important are apples - as much as 2.5 million tons, which makes Poland the largest exporter in the EU, and cabbage – 1.2 million tons, carrots – 820 thousand tons, onions – 630 thousand tons, and tomatoes – 260 thousand tons.

The number of agricultural holdings in Poland is 1 506,6 thousand (2010) and the area structure shows a great diversity. There is a group of large farms and a lot of minor farms, especially in the south-eastern part of the country. The structure of farms is dominated by farms from 2 to 5 ha (31.1%), 1 to 2 ha (23.6%) and 5-10 ha (22.2%), and farms below 10 ha account for as much as 77.4%, covering 22.9% of utilized agricultural area. Farms above 20 ha account for only 8.1%, however, they spread across a considerable acreage, i.e. 48.1%. The average area of utilized agriculture area (UAA) per farm is 10.3 ha. Farms are managed by people that are relatively young. The share of the age group below 35 years is 14.7% and the share of the group aged 35-44 years is 24.5%. The largest group of farm managers are people aged 45-54- 32.3%. This percentage of elderly people is small and with 20.1% in the age group of 55-64 years and 8.4% in the age group above 65. Almost 70% of farms reach the standard output below EUR 5000, including 29.4% below EUR 2000, 19.3% from EUR 2000 to 4000, and 18.2% from EUR 4000 to EUR 5000. The beneficiaries of direct payments under the 1st pillar of CAP in 2011 were 1 356 689 farms. There are on average EUR 1775.10 per farm.

An additional income-producing activity of many agricultural farms in the areas attractive for tourists is agritourism. According to the data of the Ministry of Agriculture and Rural Development, the number of registered agritourist farms in Poland is about 9000; they have approximately 180,000 accommodation establishments. Numerous agritourist associations and 200 local action groups also support initiatives for the development of rural tourism. Great attention is paid to the development of ecological agriculture. The number of ecological farms has been increasing systematically and in 2010 it was 206,000 (234,000 in 2011), conducting ecological cultivations across the area of 522,000 ha (573,000 ha in 2011), which is 3.3% of utilized agricultural area. The number of ecological processing plants is 267. There is also a growing interest in the cooperation of farmers with regards to common management in different production domains. The number of groups of producers is 1050, associating 25,461 members. Most of them are conducting activity in the sector of cereal grains and oil plant seeds, pigs, poultry, milk, cattle meat and potatoes.

Among various activities in the area of agriculture and environment, the need for air protection in the agriculturally utilized area is an equally important task, ensuring cleanliness of water resources located there. An air pollutant, which is produced in substantial quantities in the course of the broadly understood agricultural production, in particular animal production, is ammonia NH_3 – gaseous, inorganic nitrogen compound. Emission of this compound causes defined environment disturbances. The emission level of ammonia from agriculture in Poland is 266 *kilotonnes* (2010) and is below the EU designated emission limit (468). Gross nitrogen balance reaches the level of 52kg of nutrient per ha of UAA.

2. Characteristics of Agricultural Knowledge and Information System (AKIS)

2.1 AKIS description

Among the suppliers of agricultural extension services in Poland there are many institutions and state and public organisations, as well as private organisations and NGOs. They have different functions in the advisory system. The main function for all of them is information (i.e. Ministry of Agriculture and Rural Development, Provincial Self-Government), for some – education and research (i.e. universities, research institutes, NGOs), for most of them – advisory services (in techniques and technologies of plant and animal production, mechanisation and farm restructuring), for many - help in building of business plans, preparation of credit and subsidies applications, special function fulfilling self-governing organisations, as Agricultural Chambers, Unions/Association of Producers. The most important role in the advisory system in Poland is played by Provincial Advisory Centres, which fulfil all of the functions specified above. The list including the type of suppliers of agricultural advisory services, numbers of advisors employed in advisory work and sources of financing their activities is shown in table 1.

Table 1. Overview of organisations creating the AKIS (2013)

Provision of service				Source of financing								
Status of the organisation	Type of organisation	Number of organisations	Number of advisors	Public funds			Farmers			Private	NGO	Other (specify)
				EU funds	National funds	Regional funds	Farmers' levies	Farmers' contribution	Billing services	Other products (inputs, outputs)	foundation	
Public sector	Advisory department of the Ministry of Agriculture	1	-		x							
	National agencies	3	-	x	x							
	Other (specify):											
	Centre for Agricultural Advisory	1	92	x	x	x						
Provincial Centres for Agri. Advisory	16	3 454	x	x	x	x						
Government Inspections	6	x		x		x						
Research and Education	Universities	10	-	x	x							
	Research Institutes	7	-	x	x							
	Other education bodies (specify):											
	Colleges	16	-		x	x						
National Centre for Agric. Education	1	-		x								
Secondary Agricultural Schools	45	-		x								
Private sector	Upstream industries	•										
	Downstream industries	•										
	Independent consultants: for forestry	•	271									
	Private agricultural advice company	163	185									
	Farmers' owned advice company											
	Other (specify)											
Farmer based organisations	Farmers' cooperative											
	Chambers of agriculture: on national level	1	-									
	on provincial level	16	136									
	Farmers' circles/groups											
Other: Branch Producers' Organisations	49											
NGO	Associations for Rural and Agricultural Development	ca 100 000										

In the AKIS in Poland, as well as in other many countries, we can enumerate main six links (stakeholders): agricultural advisory organisations, research and education institutions, agricultural policy administration, sales enterprises, supply services and farmers (scheme 1).

Agricultural advisory organisations are represented by advisors who deal mainly with market information, promotion of agricultural, economics and organisational innovations, constant education and solving the problems of agricultural practice, sometimes in cooperation with representatives of science. This link is also represented by the Agricultural Advisory Centre (CDR) in Brwinow (with divisions in Krakow, Poznan and Radom), 16 Provincial Advisory Centres (ODRs), 16 agricultural chambers (IR), 163 private advisory organisations and numerous NGO's which was created after 1989. They cover a wide spectrum of educational, environmental, ecological, developmental and cultural activities. Most of them work under donor funded projects on rural, agricultural and non-agricultural development, implementing the extension or advisory type activities.

Research and Education: scientists, lecturers and teachers deal with generating new knowledge to consistently strengthen the system in the scope of innovation, with analysis of efficiency of the applied production technologies, developing new management systems in particular links of AKIS, as well as comprehensive and specialist education of new staff for all AKIS links. There are 13 Agricultural research institutes, 10 University of Life Sciences or Agriculture, 15 Colleges and 45 Secondary Agricultural Schools.

Agricultural Policy: politicians, state and self-governmental administration officials and inspectors are responsible for the shape of agricultural policy, the binding law and exercising it in terms of quality, health, safety, environmental protection etc.: Ministry of Agriculture and Rural Development, Ministry of Environment, Ministry of Finance, Ministry of Science and Higher Education, 2 parliamentary committees for agriculture, 3 state agencies (Agency for Restructuring and Modernisations of Agriculture - ARiMR), Agricultural Market Agency - ARR), the Agricultural Property Agency - ANR), 5 state inspections, 16 provincial governors, 16 provincial marshall offices, 314 country districts and 1571 rural municipalities.

Sales/marketing is represented by natural and legal persons, producers organisations, enterprises, which purchase agricultural products, store, sort, process, transport and sell them in wholesale and retail sale.

Supply is represented by organisations or institutions, natural or legal persons, providing farmers with means of production and services, thus supplying them with fertilizers, pesticides, seeds, farm animals, machines, and also grant loans and credit and pay subsidies and donations.

Production and users: the most important link is production, represented, above all, by farmers being owners or renters of agricultural farms (1 506.6 thous. in 2010). The latter category of land users appeared along with implementation of market economy and restructuring state agricultural farms. Farmers are perceived in the Polish rural advisory system, along with their families and the entire local community, as clients of advisory services. Many farmers work together in producers' groups (1306) and branch organizations (49) in 2013.

Each of these elements is more or less strongly related to the others. Thus, every change in one link of the system causes particular effects in other links and vice versa. Therefore, advisory services cannot function all by itself, separately from other links of the AKIS system.

Table 2 shows the results of panel discussions held in 16 ODRs for the assessment of their cooperation with other stakeholders of AKIS. We can note very good (11) and good (5) collaboration between ODRs and agricultural research institutes which are under the Ministry of Agriculture and Rural Development. There is not so good collaboration between advisory services and agricultural universities, which are under the Ministry of Science and Higher Education. Only four ODRs declared very good cooperation, seven – good, four – weak and one ODR does not collaborate with any agricultural university. Evaluation of NGOs by ODRs is rather good, but some of the ODRs see them like the competitors. Not so good ODR advisers collaborate with suppliers and processors or trades which are partially perceived as competitors because they more often employ their own advisers. All ODRs see the new private consulting companies appearing on the market as its competition.

Table 2. Collaboration and competing of agricultural advisory services (ODRs) with other stakeholders of AKIS in Poland (number of indications by 16 ODRs)

Organisations	Collaboration				Competition
	very good (close)	good	weak	lack	
Public research institutes	11	5	-	-	-
Agricultural universities	4	7	4	1	-
Government and self-government authority	9	6	1	-	-
Centres of knowledge, NGOs	2	11	2	1	1
Suppliers of agricultural inputs	1	7	4	4	6
Processors and traders	1	6	6	3	3
Private consulting firms	-	-	3	13	16

Source: own study

The results of the research in AKIS in our country indicate that the links between connections in AKIS are rather weak. In our opinion, advisory services cannot operate separately from other links of the Agricultural Knowledge and Information System. It is necessary to cooperate for the advisory services to be able to fully use its opportunities. It is not possible to improve advisory services without improving scientific research and the mechanism connecting it with advisory services. It is also impossible to improve advisory services management without giving the farmers the opportunity to influence its programme (taking account of their needs and expectations) and the assessment of the results obtained. Thus, it is necessary to grant more social rights to Agricultural Advisory Councils or adequate institutions or organisations for democratic social supervision, for instance, the farmers professional self-government.

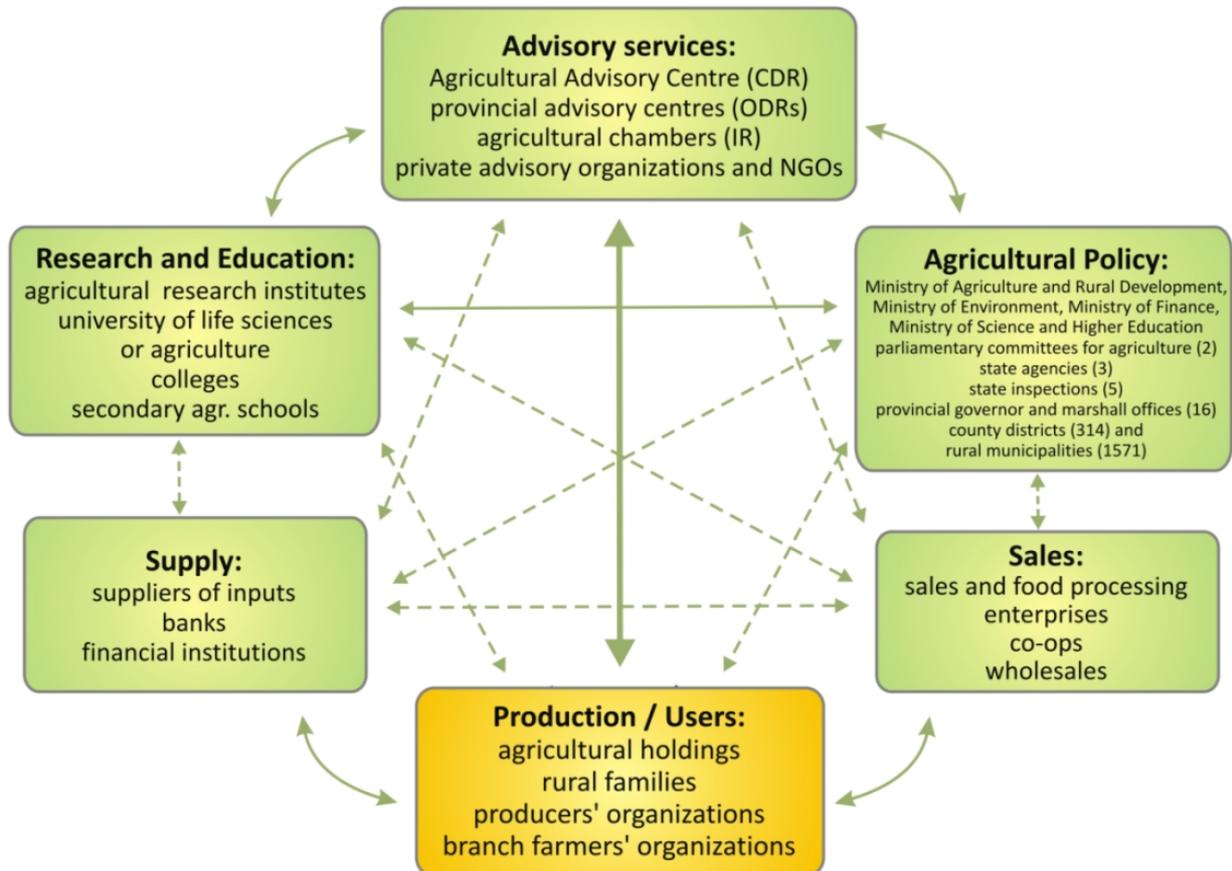
In cooperation of AKIS links, emphasis should be put on the quality of relations, not just on mutual exchange of information in a hierarchic system. Proper and responsible management of

the AKIS system and advisory services themselves significantly affects the success of advisory services, which visibly results in development of agriculture and rural areas. As regards to advisory organisation management, a significant role is played here by the management board, which is responsible for the entire management process, starting from planning advisory programs, organising resources, including human resources (advisors professionally prepared for their function), through the monitoring and assessment of the programme implementation. The responsibility of the advisors cannot be overestimated – they are the ones who know the needs of advisory clients best, prepare advisory programmes for individual farmers and purpose-oriented groups, prepare advice, and select advisory methods according to the situation and the needs. An intermediary link between farmers, rural populations and advisory organisations are social agricultural advisory councils, operating at the level of provinces and at the country level. Observations imply, that the role of these councils is still not used to the fullest extent. Similarly, self-governmental farmers organisations – farmers chambers – have not fully tackled their statutory advisory tasks yet. The main reason is the shortage of funds to exercise this function. Cooperation with scientific institutions leaves a significant margin for management. Advisory services cooperate more closely with trade institutions, whose activity is mainly financed from the budget of the Ministry of Agriculture and Rural Development. Cooperation with universities is scarce. This is caused, above all, by the currently valid system for the assessment of academic employees – they are assessed and awarded for scientific work, resulting in publications in scientific magazines with high impact factor, and to a smaller extent – in didactic effects, while scientific cooperation with production practice – apart from patent solutions – is not appreciated in any way, both in individual assessment of academic employees, and, most of all, in the assessment of didactic units and universities. In a parametric assessment of a scientific unit, no account is taken of: popular science publications, expert reports, business plans, agricultural-environmental plans, economic and marketing analyses, lectures and trainings for advisors, farmers and entrepreneurs, or participation in educational projects for various target groups, implemented by advisory and non-governmental organisations.

2.2 AKIS diagram

The AKIS diagram is actually representing triangle composed from agricultural science and research, agricultural education and agricultural extension. These main players are focusing their respective activities on farmers, owners of land (arable, grassland, forests etc.), food processors and other involved stakeholders.

Scheme 1. Stakeholders and their relations in the Agricultural Knowledge and Information System in Poland



Relations:
 ↔ very strong
 → strong
 - - - weak

Source: own research

3. History of Advisory System

The agricultural advisory system has existed in Poland for more than 100 years. The agricultural advisory organisations were developed in parallel to agricultural education. It is estimated that agricultural advisory institutions in Poland developed simultaneously with agricultural education. The origins of the advisory organisations date back to the second half of the nineteenth century, and were forced by the development of the capitalist relations in agriculture and enfranchisement processes. The first agricultural instructor was hired by the Great Poland Agricultural Society in 1883. At the same time, the first farmer groups were organised, which became the bases for agricultural extension and its development. Until the First World War, the main goal of advisory service was agricultural education and development of rural population (especially farmers). Between the First and the Second World War it was possible to observe a rapid development of forms, methods and topics of advisory services. In 1918 Poland – after 123 years under domination of three countries (Austria, Prussia and Russia) – gained independence. In this period the main goal of extension was bridging these three districts in term of agrarian structure and agrarian culture as well as education of farmers and levels of their organisation. The advisors were mainly employed in Agricultural Associations, Agricultural Chambers, Farmer Groups and Industrial Processing Units, and the so called teams for adoption to agriculture (developed in 1926). The development of agricultural advisory services in this period is strongly connected with the system of social agronomy, whose philosophy was education of farmers and work on social and economic fields in rural areas, based on initiative of farmers organisations, supported by experts in advisory work. The characteristics of social agronomy were co-operation between different organisations operating in rural areas, e.g.: milk producers coop, agri-processing, credits banks etc.; in social-cultural field the activity focused on libraries, cultural clubs, and health institutions located in rural areas; in education the activity focused farmers and farmers wife's groups, and youth groups. During this activity one of the most important roles of the advisors was the implementation of good practice in farming and rural areas.

After the Second World War, in parallel to changes in agricultural policy, changes occurred in the organisational forms of advisory services. However, the base ideas and the goal of agricultural extension activity remain. At the beginning two groups of advisors were employed: advisors for farm organisation and instructors for home economics. The advisors were employed by farmers' organisations. In 1957, after re-activation of the farmers groups, farmers' processing industries and rural cooperatives, the first agricultural advisors (agronomist) were employed by farmers groups. The milestone in the process of the creation of the advisory system was a decree (order), describing professional and social status of agricultural advisors, done in 1958 by the Minister of Agriculture. 1959 brought new decision – in each district (the smallest administrative unit in Poland) one advisor-agronomist was employed by Farmers' Groups. His main tasks were: implementation of new technologies in plant production (also seed production and plant protection among others). For improving advisory systems in 1963 – the next order was issued by the Minister of Agriculture, according to which in each county one advisor for animal production was employed and paid by state administration. His main tasks were: implementation of the innovation in animal production, others included the modernisation of stables,

rationalisation of animal feeding, improvements in animal breeding and the education of animal producers.

Around 1957, in parallel with the developments in advisory systems the Agricultural Experimental Stations (one in each province) were established, which were gradually included in advisory systems in Poland. In the beginning the main goals of the Agricultural Experimental Stations were complex work in scientific and research fields in agronomy, animal production, economics and farm organisation. Additionally, in co-operation with the research institutes and universities, the new technologies were implemented in Experimental Stations and adopted to local conditions. The next period 1968-1975, in the activity of the Experimental Stations, proved very important in the development of the advisory system in Poland. In these years the advisors – specialists in narrow agricultural knowledge – were employed and sent to all districts to co-operate with district agronomists and advisors for animal production and other advisors employed in districts according to specific or local production.

The next step in developing the advisory system took place in 1973, when teams of advisors were established in each district, and their goal was to deliver professional advisory services directly in farms. In that time the main role played individual and group advice, and organised model farms, which became examples to be followed by other farms. Greater emphasis was put on technical and technological advisory services. In 1975, with the change of the administrative division, Regional Advisory Centres were created. The basis for these were the Agricultural Experimental Stations, agricultural professional schools and state farms. In the beginning three groups of advisors were employed in the Regional Advisory Centres, and in 1982 after including the advisors employed in the districts, the Regional Advisory Centres employed advisors in all agricultural professions.

With the development of agriculture and agricultural policy changes, and changes in farmers' needs, the tasks of advisory services and functions of Advisory Centres were improved. The functions were as follows: (a) adaptation and implementation (adaptation of research results to local conditions), (b) instruction and advising (direct advisory services in farms), (c) education and training (in-service qualifications of advisers and farmers), (d) information (information and publishing), (e) coordination (coordination of institutions and organisations in dissemination of knowledge and development in agriculture). In this period, the development of individual and group methods was significant. Advisory services were mainly dedicated to young farmers and neglected, but it offered possibilities for further development of farms. The main methods used in that period were: demonstrations, exhibitions, competitions, study visits; the main topics of advisory services were: new complex technologies, economics and organisation. During this time the farmers were involved in the yearly planning of advisory work – advisors together with farmers identified their problems and needs, defined the scope of assistance and necessary measures for its implementation.

With the introduction of the market economy in Poland in 1989, the situation of advisory services changed. The Province Advisory Centres were subordinated to province governors. The basis of re-organisation was the need to socialize advisory services and to adapt its functions, tasks and organisation of the system to farmers' needs. With the progressive economic transformation processes came the increase in the range of farmer needs and varied tasks or

advice. In particular, there was an increase in the need for advisory services in the fields of economics, marketing, product promotion, preparation the product for sale, organisation and promotion of producer groups, there were growing needs of advisory in the field of environment protection, law and insurance. Advisors became increasingly involved in the development of business enterprises, design and preparation of loan applicants. In addition to individual advisory services, the range of group advisory methods expanded, study visits became more frequent, the number of target groups and producer groups increased.

The milestone in the development of the advisory system was an Act on Agricultural Advisory, establish by Polish Parliament in October 1994. According to this law agricultural advisory services received the official legal status. Since 1995, the majority of advisory services became public (which means that all rural inhabitants can ask for free advisory services) and was financed by the government, but at the same time part of advisory services (specified in the Act) were, and still are, paid for by clients. In the beginning the supervisor of the provincial advisory centres was the province governor, but since August 2009 (Journal of Laws No. 92 of On June 16, 2009, item 753) the supervisor of the provincial advisory centres has been the provincial parliament and from 2013 provincial self-government boards.

4. The Agricultural Advisory Service(s)

4.1 Overview of all service suppliers

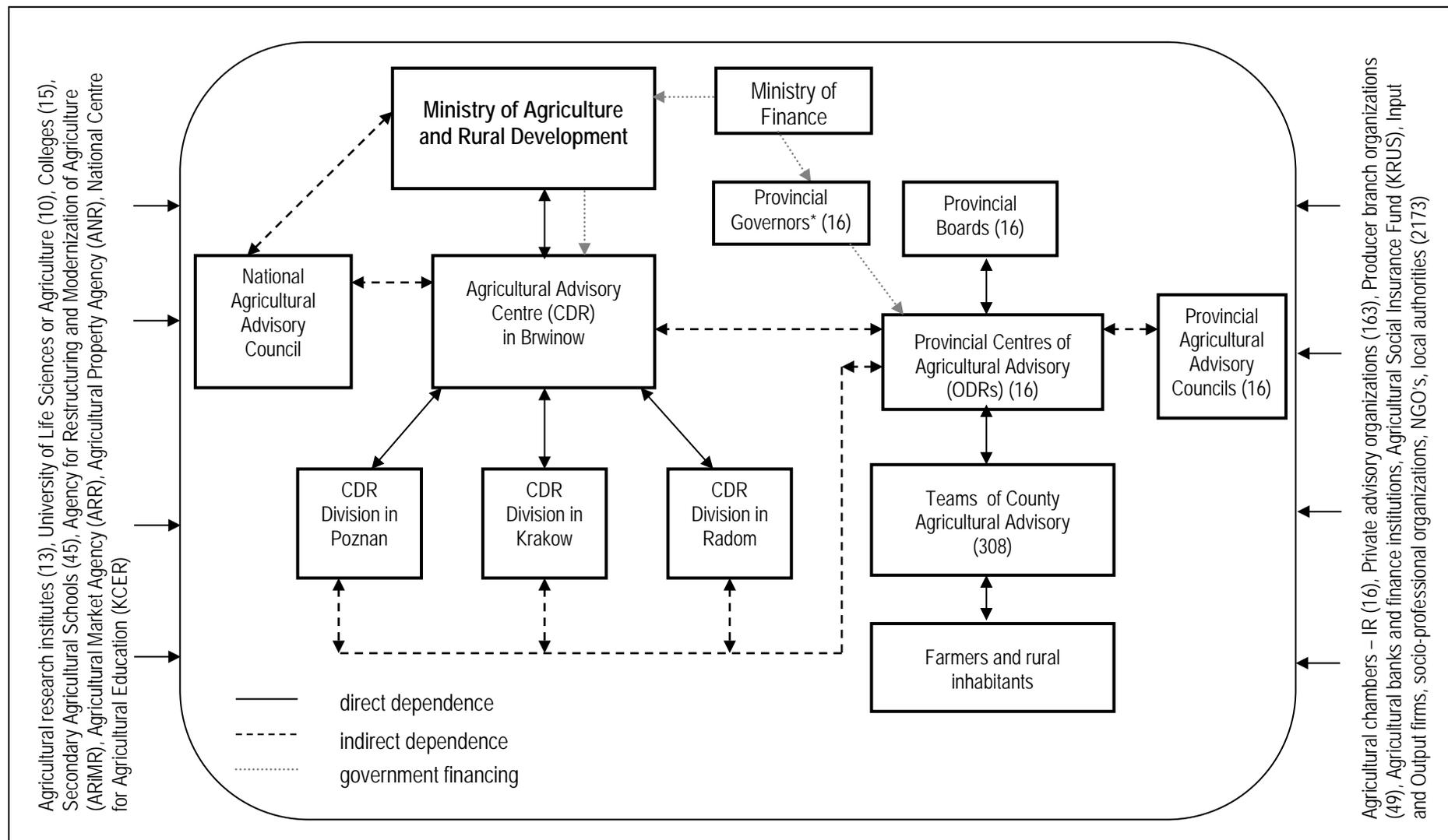
Agricultural Advisory Centre (CDR) and Provincial Advisory Centres (ODRs)

The Agricultural Advisory System in Poland is mainly created by the Agricultural Advisory Centre in Brwinow (CDR) with three divisions (In Krakow, Poznan and Radom) with the Minister of Agriculture and Rural Development as a supervisor responsible for the management and control of CDR and by 16 Provincial Advisory Centres (ODRs) with 308 county (district) teams of agricultural advisory under supervision and control of Provincial Boards. They are partly funded by the Ministry of Finance through the Minister of Agriculture (CDR) or through Provincial Governors (ODRs). The organisational structure of agricultural advisory shows scheme 2.

The CDR in Brwinow is associated with its own National Social Agricultural Advisory Council (11 members) and provincial ODRs are also associated with its own Social Agricultural Advisory Council (11 members), which is a consultative-advisory bodies respectively to the Minister or to the director of the ODR. It usually includes the representatives of the provincial parliament, the agricultural chamber, members of farmers' trade unions, 1 representative of scientific institution (university or research institute), as well as 2 representatives from secondary agricultural schools.

The tasks of the CDR as specified by the Act on Agricultural Advisory Bodies of October 22, 2004, include in particular: prepare implementation methods for tasks and activities of Provincial Centres of Agricultural Advisory (ODRs), prepare and transfer information and training materials for the ODR, conduct trainings for of agricultural advisors employed in ODRs, and in private or commercial advisory companies, as well as for teachers in schools of agriculture, run the central information system and databases for the purposes of agricultural extension, organise shows, seminars and conferences, disseminate the results of scientific research carried out for agriculture, as well as the preparation of analyses and forecasts with respect to the development of agricultural extension.

Scheme 2. Organization of Agricultural Advisory in Poland (state in 2013)



* From 2014 financing of Provincial Centres of Agricultural Advisory will be handwritten by the Minister of Agriculture

Source: own study

The Provincial Advisory Centres are decentralised organisations – 16 independent self-governmental provincial organisations subordinate to the Provincial Boards. The special act (from Oct. 22, 2004 and revised in 2009 and 2012) specifies the goals and tasks of the centres, their structure, as well as their method of administrative and financial management. Also, the Agricultural Advisory Centre (CDR) has been defined in the Act as a state organisational unit with legal entity. Due to the commercialization advisory services and low financing of advisory units (approximately 50%) in our opinion this centre is already a ‘semi-state’ unit.

In each of the 16 provinces in Poland there is one provincial ODR. Its name contains the name of the province, e.g., Malopolska (Little Poland) ODR. In our opinion, the proper technical term for the Polish agricultural extension system is ‘semi-autonomous’ or ‘semi self governmental’ entity and determines that it is a self-governing provincial legal entity.

The priority for the ODRs is to assist farmers and their families in making decisions that will help them achieve their goals. This is achieved by: actions taken to improve the level of qualifications of farmers and rural inhabitants, implementing the instruments of the European Union's Common Agricultural Policy, promotion of the multifunctional development of rural areas, promotion of environmentally-friendly management methods and environmental protection, assistance in implementing new requirements relating to agricultural production, the so-called mutual conformity principle (cross-compliance), implementation of new production technologies, protection and cultivation of cultural heritage at the village level and assistance in the creation of production groups.

Provincial ODRs focus on the execution of objectives that can be classified into four types: extension tasks, which consist in helping farmers in decision-making, information tasks, i.e., delivering information on new technologies and innovations to agricultural manufacturers without their assessment, educational tasks consisting in conveying knowledge and teaching adults (farmers and members of their families), popularising tasks consisting in the dissemination of new technical and technological solutions in rural areas.

The most important factor for the advisory system to be efficient is advisory staff – good professionals, with extensive and deep professional knowledge and good communication skills, knowing farmers’ needs, being market-orientated and able to work with all stakeholders. Currently all ODRs employ 3454 advisors, of which 67.3% are field advisors, 19.6% subject matter specialists and 13.1% management staff. Most of them (90.1%) have university degree (advisors with only secondary education are older employees, but with very good experience and many certificates). The biggest number of advisors is employed in Masovia (455) and Great Poland (372) provinces, in Lubelskie (293) and Podkarpackie (255). The smallest number was in Lubuskie (87), Opolskie (91), Slaskie (144) and West Pomerania (150) provinces. Each county agricultural advisory team has on average 7 to 17 advisers per province. Since 2006, the number of full-time posts in provincial ODRs has declined (reduction by 18%). The reason for the declining number of advisors can be due to very tight budget, limited year by year by the government, but also due to the fact that many advisors decided to open their own advisory practices. The advisory service as a profession is recognised by farmers and other stakeholders as a very important, trustworthy and responsible one.

Statistically, the number of farms (over 1 ha) per advisor is generally very high in Poland (approximately 393), and there is a certain variation between provincial ODRs in the number of advisors per farm (from 189 in West Pomerania up to 605 in Lublin) (Fig. 1). These holdings are also quite diverse in terms of average size of area eg. 3.7 ha in Malopolska or 4.6 ha in Podkarpackie and 25.0 ha in Warmian-Mazurian, 21.6 ha in Kujavian Pomeranian and 20.0 ha in Opolskie wherein the average size for Poland is 12.0 ha.

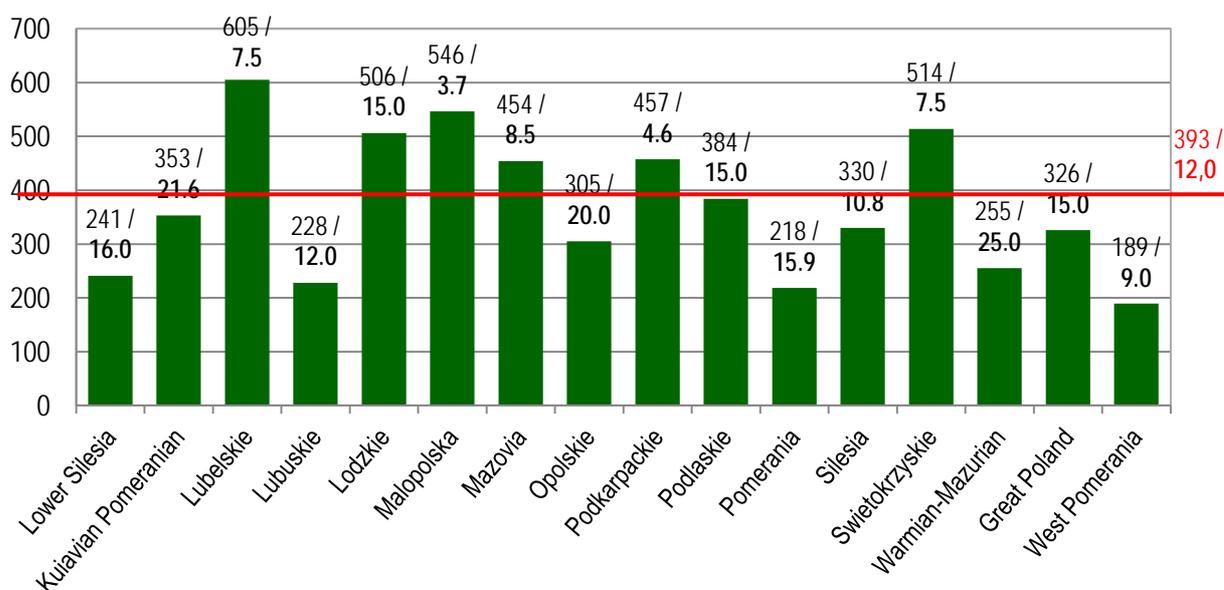


Figure 1. Number of agricultural holdings with area (UAA) over 1 ha per 1 adviser and its average size (in hectares) in 2012 by provincial ODR

Source: own study

From the responses of 103 advisors representing all the provinces shows that they work an average of a year of 201 holdings, which means that only one third of farms use different types of advisory support. The number of clients differs widely between provinces from 60 holdings in Podlaskie and 80 holdings in Opolskie up to 400 in Swietokrzyskie or 280 in Lubelskie.

The specific nature of Polish agriculture has an impact on main clients for ODRs advisors, which are small and medium commercial farms (related to the specific characteristics of Polish agriculture – fragmentation of farms, agrarian overpopulation, weak soil, poor use of production means) and farms provided by young farmers.

Looking at the main topics of advisory services, we can notice that there is no big difference between the groups of clients. The main topics of advisory for medium commercial farms are: plant production, animal production, accounting, taxes, cross-compliance and environment protection. For small commercial farms similar topics, excluding environment protection, but including rural development, are covered. For young farmers they are the four first topics and renewable energy.

The main methods used in advisory services are individual (56.2%). These relate to the preparation of business plans and the application forms for subsidies coming from different

instruments of CAP under Rural Development Plan 2007-2013. Group methods are used in advisory work in 26.0% and mass communication – in 17.8% [Kania 2010].

With the introduction of the market economy in Poland, the situation of advisory services changed. The Province Advisory Centres were subordinated to province governors. The basis of re-organisation was the need to socialise advisory services and to adapt its functions, tasks and organization of the system to farmers' needs. With the progressive economic transformation processes there came an increase in the range of farmer needs and varied tasks or advices. In particular there was an increase in the need for advice in the field of economics, marketing, product promotion, preparation the product for sale, organisation and promotion of producer groups, there were growing needs of advisory in the field of environment protection, law and insurance. Advisors increasingly became involved in the development of business enterprises, design and preparation of loan applicants. In addition to individual advisory services, the range of group advisory methods expanded, study visits became more frequent, the number of target groups and producer groups increased [Drygas 2012, Kania and Vinohradnik 2012].

Agricultural Chambers (IR)

Agricultural Chambers were restored in Poland in 1996. There is a National Council for Farmer' Agricultural Chambers and 16 independent Provincial Chambers of Agriculture. Their main action is solving different problems of agriculture and representing the interests of its affiliated members. The Chamber of Agriculture play an important role in shaping agricultural policy and participating in its implementation.

One of the 18 objectives is advice in the field of agriculture, rural households and to obtain additional income for farmers. Agricultural Chambers hired 136 advisers who support farmers in receiving their goals.

The advice offered by them for farmers is free of charge. The basis for financing of Agricultural Chambers is 2% of the agricultural tax and projects' costs from national or EU funds.

Commercial advisory sector and NGOs

After 1990, especially with EU membership in 2004, we observe a big trend in growing numbers of commercial advisory enterprises. Because of cross-compliance requirements, most of them have been registered by the Ministry of Agriculture. There are 163 enterprises with 185 advisers who have certificates in cross-compliance advisory. They also specialized in business planning and other financial and management services.

In Poland there are also 271 registered independent consultants for forestry.

NGOs which appeared in Poland after 1990 cover a wide spectrum of educational, environmental, ecological, developmental and cultural activities. Most of them work under donor funded projects on rural, agricultural and non-agricultural development, implementing the extension or advisory type activities.

4.2 Public policy, funding schemes, financing mechanisms

Agriculture is one of the branches of the national economy, which are the basis of life and maintenance of the population. It produces about 90% of food products and raw materials for food processing. The appropriate level of agricultural development is one of the pillars of the development of the whole economy. Its condition and development depends on three groups of factors. The first of these are internal factors – land, labour, capital – which are the production basis of each farm. The second group includes agricultural environmental factors, among others, economic policy, including the wider agricultural policy, the level of economic development, the development of technical and social infrastructure in the country, the state and the development of education and science, including agricultural research and innovation. Finally, the third group are social and political factors that strongly affect the attitudes and behaviour of farmers and professional activity, expressed attitude to the farmers and the prospects for the development of this sector of the economy, and through the creation of opinion have also some impact on the perception of agriculture and farmers from other professional groups.

With the changes caused by globalisation, we can observe rapid changes in the economic, social and political processes. Globalisation puts pressure on farmers to become more competitive, which requires increasing knowledge and skills, fast access to reliable information and innovation. All of this requires an appropriate amount of funds. Increasingly, intervention of the public sector in agricultural extension depends more and more strongly on the will of taxpayers, who - already satisfied with food security - are not favourable towards agricultural subsidies. It is clear that for the government to subsidise extension this will require innovative and stronger effectiveness of advisory work and put significant attention to tasks of extension work, which should implement innovations, meet current challenges and farmer needs.

The common trend (not only in Poland) is a charge for more advisory services, and the financial burden is transferred to the producer (farmer). In Poland, we can observe, year by year, less financial support from government for agricultural advisory services and necessity to look for other sources of funds (i.e., commercial services, EU funds). It is expected that Polish farmers will have to pay for the majority of services they receive from advisory staff. The problem is that owners of small farms (dominating in Poland) might not be able to afford such services.

In Poland, there is no special funding scheme to cover advisory work. In recent years, the majority of purpose subsidies to advisory services provided by Provincial Advisory Centres (16 decentralised units) was covered by the government (in 2012 around 56% of the total cost of advisory services). The amount of funding coming from other sources depends on a well-developed plan and the programme of advisory services, the needs of farmers and rural residents, entrepreneurs, facing the challenges of today's market, and often also on the ability of ODR to co-operate with local stakeholders and to compete with other professional advisory organisations in the competition for EU funds.

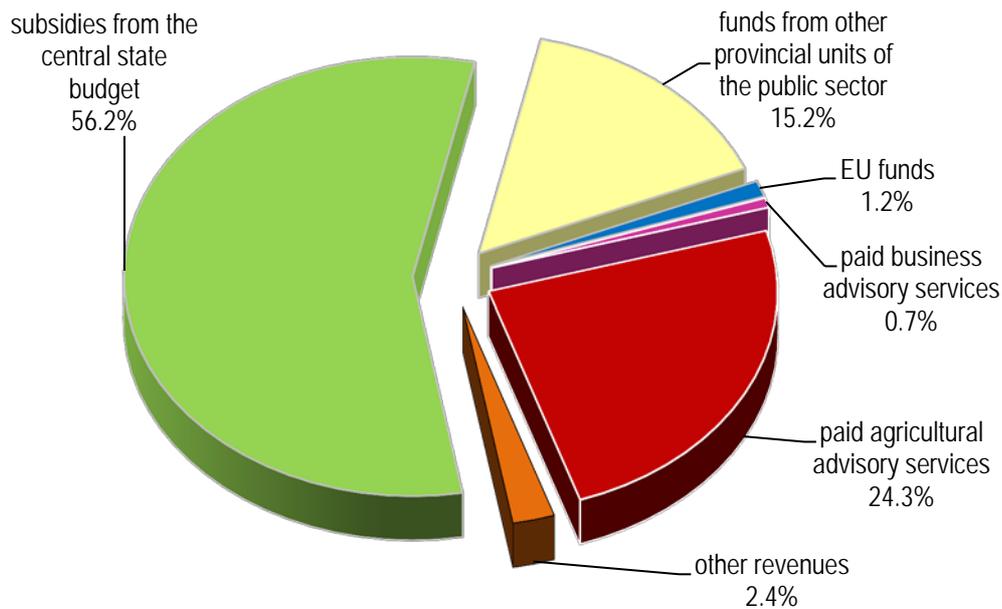


Figure 2. Share of different sources of funding in total ODRs budget in 2012

Source: own study

The basic funding of advisory services provided by Provincial Advisory Centres in 2012 were: subsidies from state budget, funds from other public sectors, EU funds, and service takers (beneficiaries – farmers, businessmen and farmers’ organisations). The participation of different sources of funding in total ODRs budget was as follows (Fig. 2):

- subsidies from the state budget 56.2%;
- funds from other provincial units of the public sector – 15.2%, which include most of all the funds from the Institute of Agricultural Economics, Foundation of Assistance of Programmes for Agriculture, Province Self-Governments, Provincial Employment Agencies and others;
- other: financial revenue (24.3%), EU funds (1.2%), business income (0.7%) and other revenues (2.4%).

4.3 Methods and Human resources

Tasks and methods

As it has been mentioned above (chapter 3) the main advisory organisations in Poland are Provincial Advisory Centres (ODR). The structure of advisory services is decentralised – 16 independent self-governed provincial organisations working under rights formulated in the Act on Agricultural Advisory Bodies, established by the Polish Parliament on October 22, 2004. Provincial ODRs are part of the public sector.

Provincial ODRs focus on the execution of objectives that can be classified into four types: extension tasks, which consist of helping farmers in decision-making; information tasks, i.e., delivering information on new technologies and innovations to agricultural manufacturers without their assessment; educational tasks consisting of conveying knowledge and teaching adults (farmers and members of their families); popularising tasks consisting of the dissemination of new technical and technological solutions in rural areas.

Advisors provide advice and information as well as conduct trainings. The priority for the ODRs is to assist farmers and their families in making decisions that will help them achieve their goals. This is achieved by: actions taken to improve the level of qualifications of farmers and rural inhabitants, implementing the instruments of the European Union's Common Agricultural Policy, promotion of the multifunctional development of rural areas, promotion of environmentally-friendly management methods and environmental protection, assistance in implementing new requirements relating to agricultural production, the so-called mutual conformity principle (cross-compliance), implementation of new production technologies, protection and cultivation of cultural heritage at the rural level, assistance in the creation of production groups. With respect to market products and special services, the largest percentage of advisors deals with preparing agri-environmental plans and writing business plans. Many extension agents provide advice in the field of animal production, mostly swine and dairy cattle (table 3). Additionally, more than 40% of the agricultural extension advisors can submit applications for direct subsidies. Applications for other funds within the Common Agricultural Policy are prepared by nearly 24% of the employed advisors.

Table 3. Frequency of types of advisory delivered for clients (in %)

Topics of advisory services	Very frequent	Frequent	Rare
Plant production	15,0	1,0	-
Cross-Compliance	15,0	1,0	-
Environment (water, climate, bio-diversity)	12,0	4,0	-
Rural development	12,0	3,0	-
Animal production	10,0	6,0	-
Renovable energy (bio-energy, wind-energy, solar energy)	5,0	10,0	1,0
Book-keeping / taxes	4,0	7,0	5,0
Diversity of production / new entrepreneurship	2,0	12,0	1,0
Other (e.g. regional products)	2,0	2,0	2,0
Mechanisation of production	-	10,0	5,0
Design of animal buildings	-	3,0	8,0

Source: own study

Individual extension is the most commonly used method (this form covers 56.2% of working time of extension agents). Most often, this form is implemented by direct contact with the agricultural producers, i.e., by meetings with farmers in advisory centres (district or county office) or at the farms. One quarter of the working time (26.0%) is group extension services, implemented most often in the form of shows, seminars, demonstrations, workshops, etc. With respect to mass extension service (17.8%), the most commonly applied extension method is mass media, i.e., TV, radio, website.

Agricultural extension agents spend almost half of their working time on educational, informational and extension activities (75.8%). Other non-educational activities such as the improvement of work organisation, data collection, forecasting product and means of production prices, filling in subsidy applications, credit applications, building business plans or agri-environmental plans, occupy more than 12.3% of the working time of agricultural extension agents. Planning extension programmes and supporting activities and education to improve own knowledge and skills occupy 11.9% of their working time.

Human resources

In the period 2005-2012 the number of advisory staff at Provincial ODRs was successively decreased (table 4). At present, the number of advisors employed in ODRs is 3454, of which 31.9% are women. Since 2006, the number of full-time posts in provincial ODRs has declined (reduction by 18%). The reason for the declining number of advisors can be due to the very tight budget, limited year by year by the government, but also due to the fact many advisors have decided to open their own advisory practices.

Table 4. Employment of Agricultural Extension Advisors in Provincial ODRs, 2005–2012

Year (on 1 Jan)	Years 2005-2012					Total
	Total	of which			Administrative and technical assistance	
	Advisors	Management*	Subject matter specialists	Field advisors		
2005	3 791	440	974	2 377	1 010	4 801
2006	4 212	500	1 045	2 667	1 135	5 347
2007	4 158	492	1 046	2 620	1 130	5 288
2008	3 967	486	992	2 489	1 108	5 075
2009	3 803	463	979	2 361	1 092	4 895
2010	3 571	447	739	2 385	1 018	4 589
2011	3 491	454	686	2 351	987	4 478
2012	3 454	453	678	2 323	966	4 420

Source: own study and www.cdr.gov.pl

The most important factor for the advisory system to be efficient is advisory staff – good professionals, with extensive and deep professional knowledge and good communication skills, knowing farmers’ needs, being market-orientated and able to work with all stakeholders. Most of them (90.1%) have university degree, (advisors with only secondary education are older employees, but with very good experience and many certificates).

The advisory service as a profession is recognised by farmers and other stakeholders as a very important, trustworthy and responsible one. This is a motivation for advisors to improve their knowledge and skills. In recent years (2005-2012), in Poland, a tendency was observed to specialise in a particular domain, i.e. environmental programmes, preparation of application

forms for subsidies coming from different instruments of CAP, sources of renewable energy, economics and technologies of plant and animal production, diversification of production, accounting and taxes. Such an approach was a reply to farmers' needs, and necessary to meet the challenges of market, and fulfil the EU directives.

4.4 Clients and topics / contents

The most important group of clients for Polish advisors are small and medium farms. It is related to the specific characteristics of Polish agriculture (fragmentation of farms, agrarian overpopulation, weak soil, poor use of production means). Statistically, the number of farms per advisor is generally very high in Poland (approximately 413), and there is a certain variation between provincial ODRs in the number of advisors per farm (from 187 in West Pomerania up to 590 in Lublin). However, advisors often co-operate with semi-subsistence farms (2-4 ESU), so the nominal number of farms per advisor is 201. The specific nature of Polish agriculture has an impact on the main clients for ODRs' advisors, which are small and medium commercial farms and farms provided by young farmers (table 5).

Table 5. Main clients of ODRs (in number of regions)

Groups of clients	Main clients	Rare clients	No advisory delivered
Large commercial farms (gross margin > 48 000 €)	3	12	1
Medium commercial farms (gross margin <48 000 >19 200 €)	13	3	-
Small commercial farms (gross margin < 19 200 €)	16	-	-
Semi-subsistence farm (producing a little bit over their own needs)	7	9	-
Part-time farmers	4	11	-
Semi-subsistence farm (producing for own needs)	1	9	5
Group producers	5	10	-
Young farmers	14	1	-
Women farmers	3	12	-
Farm workers	-	4	11
Other (e.g. rural entrepreneurs)	1	3	-

Source: own study

Looking at the main topics of advisory services, we can notice that there is no big difference between the groups of clients. The main topics of advice for medium commercial farms are: plant production, animal production, accounting, taxes, cross-compliance and environment protection. For small commercial farms similar topics, excluding environment protection, but including rural development, are covered. For young farmers they are the first four topics and renewable energy.

4.5 Linkages with other AKIS actors / knowledge flows

Although the competition between the main AKIS actors can be observed, the relation between the majority of them is close and easy to spot. It is connected with historical links created during the long period of advisory activity in Poland. The main sources of knowledge for ODRs are public research institutes, universities and Internet (table 6). There is a co-operation during the preparation of educational programmes, involving mainly scientists of universities and research institutes (and sometimes employees of government and self-government institutions). The co-operation can be noticed also in the processes of creation of the consortia for implementing particular programmes (e.g. cross-compliance), for which financial support from governmental institutions is necessary. Universities and research institutes are, for ODRs, the main sources of knowledge, information, and know-how (as to innovations). The representatives of all actors of AKIS are members of Advisory Councils – bodies present in each Provincial ODR giving proposals and opinions for advisory programmes and evaluate the realisation of these programmes.

Table 6. The main sources of knowledge for ODRs (in the ranking of marks of 16 ODRs)

Organisations / institutions	Very important	Important	Less important	Not important
Public research institutes	13	3	0	0
Internet (website providers)	12	4	0	0
Universities	6	8	2	0
Authorities (government, self-government)	5	6	4	0
Producers and sellers of input for agriculture	3	6	6	1
NGOs – centres of knowledge	2	8	5	1
Buyers of agriculture products for processing	2	8	5	1
Other, e.g. Agricultural magazines and literature	2	2	0	0
Private consulting companies	0	1	8	7

Source: own study

Farmers and their organisations seem to be the main source of knowledge in terms of farmer needs, which can be address to research institutions and organisations and producers of means for production. But they are still not efficient enough in their role – the reason is probably weak links between farmers and their representatives in Farmers Chamber (the results of research done between farmers shows that only a very small percentage of farmers takes part in election and does not know their representatives in Farmers Chamber). We can observe that too often topics of research and their results ignore the needs of farmers. Sometime, also the transfer of innovations is too long.

In terms of innovations we can observe stronger relations between ODRs and research institutes than between ODRs and universities. The reason is probably in the method of funding the research – for institutes the main source of funds for research is the Ministry of Agriculture, which very rarely participated in financing research at the universities, where the main role is

education and personal scientific development of teachers (research for practice on the second place). Even the results of university research are not well disseminated, because of the lack of budget for it. So, in this field, there is still room for improvement and closer co-operation.

The private consulting firms are competitors rather than co-operators for ODRs advisors (table 7). It is understandable, because both are looking for clients (bringing money having influence on their revenue). The competition is visible practically in each field of advisory work, but especially in services, whose cost is the highest.

Table 7. ODR's co-operators and competitors in rank of marks of 16 ODRs

Organisations / institutions	Close cooperation	Cooperation	Lack of cooperation	Competition	N/A
Public research institutes	11	5	0	2	0
Authorities (government, self-government)	9	7	0	0	0
Internet (web-side providers)	7	5	0	0	4
Universities	4	11	0	0	0
NGOs – centres of knowledge	2	11	2	1	1
Producers and sellers of input for agriculture	1	11	2	6	0
Buyers of agricultural products for processing	1	10	3	2	1
Private consulting companies	0	0	3	13	2

Source: own study

4.6 Programming and Planning of advisory work

Programming and planning is very important for many advisory organisations in terms of management and monitoring and evaluation of advisory work. In Poland all the main advisory organisations of ODR (16 independent province organisations) work under yearly plans of advisory services, and some of them (5) have also built the strategic plans. The yearly plan of advisory activities is built according to specific procedures, starting from the collection of information on farmers needs and expectations (collected by field advisors in each county). The next step is the preparation of the district advisory plans and their presentation at the provincial level, as a source of provincial advisory plan for a particular year. The preparation of provincial advisory plans is done by ODR managers, advisory specialists and field advisors. When the plan is ready, it is presented to the Province Advisory Council (consisting of representatives of all AKIS actors) for approval. At this stage, the Advisory Council can give some suggestions and opinions and finally approve it. Of course, usually the needs are bigger than the possibility of implementation (for many reasons, e.g. limited budget, lack of personnel, organisational problems, etc.). The implementation of the yearly plan is monitored using earlier established special factors. If it is necessary some changes in planned activities are possible. The personnel

involved in the realisation of advisory activities is rewarded using special motivation systems (in 14 ODRs, two ODRs have no motivation systems).

5. Characteristics of Farm Advisory System (EC Reg)

5.1 Current FAS

The Farm Advisory System (FAS) was introduced in Poland in 2006. The basic act for the creation of the FAS was the European Council Regulation No. 1782 of 29 September 2003, establishing common rules for direct support schemes under the CAP and certain support schemes for farmers of all EU member states. The task of FAS is the implementation of cross-compliance requirements. These requirements include the general principles of farm management (SMR - Statutory Management Requirements), and the good agricultural and environmental condition (GAEC). The Regulation of 2003 was replaced by the Council Regulation No 73/2009 of 19 January 2009 establishing common rules for direct support schemes for farmers under the CAP and establishing certain support schemes for farmers, repealing Regulation (EC) No 1782/2003. The main objective of the implementation of FAS was to increase farmers' awareness of cross-compliance requirements and the legal aspects related to it, especially in the field of farm management. The farm advisory system in Poland consists of: the Ministry of Agriculture and Rural Development (as the institution for FAS implementation), the Agency of Restructuring and Modernisation of Agriculture (as the finance agency), the Agricultural Advisory Centre (as the co-ordinator), public organisations for advisory services (16 provincial advisory centres and 16 agricultural chambers), veterinary inspection (controlling animal welfare and animal food products), 185 private providers of services to farmers, and 271 private and public service providers for forest holders. Farmers can benefit from the advice on a voluntary basis and receive support to adapt their farms to the cross-compliance requirements. These tasks are carried out under Measure 114 Use of advisory services by farmers and forest holders of the RDP 2007-2013 (until the end of 2013). The main objective of the measure was the introduction of co-financing advisory assistance to farmers in the process of adapting their farms to the cross-compliance requirements. Cost of consulting services is partially refundable (up to 80% of reimbursement of eligible costs) and the maximum amount is 1,500 euros per household throughout the programming period. The beneficiary (farmer) is required to pay 20% of eligible costs of advisory services and ineligible costs, which include VAT (23%).

At the beginning of the programming period, the total cost of measure 114 was estimated at 437.5 million euros, including public money amounting to 350 million euros (80%); the rest was supposed to be private expenditure (87.5 million). It was estimated that the number of beneficiaries would reach 600,000 (40% of those eligible for support). The launch of measure 114 was delayed until the end of 2009, because of the absence of an IT system. The first meeting was only held after nearly 2.5 years. Initially the use of funds under Measure 114 were very low. This meant that the limit of funds for the implementation of this activity was significantly reduced in subsequent years and was to be relocated to other activities. In 2010 the European Commission made a decision to modify measure 114, and funds were reduced to 218 million euros. Then, in 2011, according to the resolution of the Monitoring Committee of the RDP 2007-2013 the next reduction of funds was scheduled. For this purpose, the analytic team was established, which in September 2012 suggested a significant reduction of funds for measure 114. The Monitoring Committee Resolution No. 77 of 31 January 2013 approved the reduction of the budget funds from 78 million euros to 58 million euros.

As part of this measure, five meetings were called for proposals in 2009, 2010, 2011, 2012 and 2013. As a result of measure 114: more than 626,000 applications for support were submitted, more than 508,000 decisions were granted, the amount of decisions amounted approximately to 76.4% of the limit measures, up to June 2013 the final payments represented approximately 41.2% of the limit of funds under this measure. Currently, as part of the recruitment campaign in 2013 until 31 July more than nine thousand applications for support were filed.

Measure 114 is highly dependent on regions. It can be assumed that under this measure there was an overstatement as to targets for the use of resources and the possibility of achieving the objectives. Thus, the limit of funds under this measure was modified several times. Little interest was expressed by beneficiaries due to conditions resulting from EU legislation, under which support is granted (small amount of support, the need for co-financing of services by farmers, lack of funding opportunities VAT from public funds). Additionally, in Poland there is no tradition of using paid consulting services. In addition, consulting services financed under 114 are focused primarily on protection from being excluded from the single payment scheme, so they have the nature of an investment, like other RDP measures (e.g. premium for young farmers, modernization of agricultural holdings). The effectiveness of the activities under FAS also appeal to the farmers who are reluctant to take the initiative and would cooperate with the agricultural advisory services.

5.2 Evaluation of implementation of FAS

According to the results of survey FAS is integrated in ODR's extension system and is operating as a part of its activity. Looking at the FAS implementation the surveyed advisory organisation mentioned the following barriers:

- too narrow a range of services including financing of measures 114,
- too rapid changes in the legislation on cross-compliance (e.g. requirements for food safety and animal welfare),
- too high a cost to the farmers (20% of own contribution and the cost of VAT), which results in less interest in the operation of the RDP,
- rigid procedure for determining the costs of advisory services under cross-compliance based on the pricing of services, including payment for agricultural adviser remuneration work,
- uneven competition of advisory centres with private companies, which are more flexible and have their own financial resources, for example, to cover a part of the farmer cost (the criterion of ask for advisory service is not it quality, but a lower cost),
- lack of continuity of services provided by private advisors, who work hard at times of calls for proposals for funding (preparing application forms), and then suspend their activity,
- difficulty in obtaining new, talented employees, and young, active workers turning to private consulting firms due to higher wages,
- for advisors, a problem is the increase in bureaucratic requirements related to planning, accounting and documentation activities that consume a large part of their time, to the detriment of substance;

- the problem is determining the impact of FAS on agricultural income in terms of value,
- the lack of funds to buy good equipment for the measurement of various parameters and validation, which could be used by consultants when analyzing farms.

FAS is an important instrument of the Common Agricultural Policy to support farmers to meet cross-compliance requirements and to foster creation of a modern and competitive agriculture. However, it requires organisational and legal changes that will make better use of public funds allocated to subsidise the cost of advisory services to farmers. In Poland the system used for financing such measures for farmers is not functioning.

Surveyed organisations put forward the following suggestions for further legal provisions of FAS at the EU level and at the national level:

- Beneficiaries of consulting services should be advisory entities, and not farmers and forest owners, as it is now,
- The method of financing the advisory services should be changed to move away from the contribution of farmers,
- The catalogue of services available to farmers should be expanded to cover all the activities of the RDP or service offers available in the advisory centres and to reduce the complicated process of applying for support,
- The procedures for applying for assistance should be simplified and the administrative burden (including VAT) should be reduced,
- The equality that advisory service providers (public and private) should be respected,
- It would be appropriate to introduce the same requirements for all advisory entities as to qualifications of personnel, material base, the internal service quality control, management control,
- For the proper implementation of the innovation process it is necessary to create a stronger linkage in the system of public advisory services and scientific and research staff,
- It is necessary to develop of technological and organisational consulting and strengthen agricultural and environmental consultancy in the services provided by advisory centres,
- It is important to create a single advisory system subject to the Ministry of Agriculture and Rural Development – the body responsible for the implementation of the common agricultural policy in Poland.

6. Summary and conclusions

The key characteristics of AKIS in Poland are presented in two sub-chapters: (6.1) in terms of the main characteristics of the agricultural sector and the history of the advisory system as a basis for the present form of AKIS; (6.2) in terms of the description of advisory services – overview of service suppliers, linkages of AKIS actors, public policy, funding and financing mechanisms, human resources and clients, topics and methods of advisory activities, planning and programming of advisory services; and the characteristic of the present FAS.

6.1 Summary and conclusions on section 1-3

Agriculture plays a major role in Polish economy and has a significant influence on social and economic situation in rural areas, on landscape and the structure of the natural environment, but it does not have a strong impact on the macro-economy (the share of agriculture in GDP in 2012 was only 3.54%). The employment in agriculture is still high (10.8% in 2012), although is systematically going down, and the average level of employment per 100 ha is around 24 persons. The agricultural output value is growing consistently, and it is around 6% of total AOV in the EU. The size structure of agricultural holdings is diversified – there is a group of large-size holdings, and a lot of small farms. We can also observe the process of polarisation – in terms of territory – where in south-eastern part of Poland, small farms are dominating, and in the north-western part large and medium size farms dominate. The average size of farm (UAA) is 10.3 ha, and the owners are rather young with tendency to oversize their holdings and to create producer groups.

The agricultural advisory service in an organised form in Poland has been present from the middle of the 19th century. Over the years there were many changes in advisory system in term of organising and financing. At present, in the structure of agricultural extension there are two main organisations responsible for extension services. The first is the Agricultural Extension Centre under management and control of Ministry of the Agriculture and Rural Development. The second is the Provincial Advisory Centres – in practice there are 16 independent organisations at the provincial level, under supervision and control of Provincial Parliaments, but they are partly funding by the Ministry of Finance. A disadvantage of the advisory organization in Poland is the lack of a co-ordination body for 16 independent advisory organizations. The Agricultural Advisory Centre in Brwinow does not perform this function, as its main task is only the professional improvement of ODS advisors, implemented partially for a fee. Moreover, the Centre is directly subject to the Minister of Agriculture, and the activity of 16 advisory centres is supervised by provincial boards. However, there are also other actors providing advisory services for agriculture, among others, Farmer Agricultural Chambers at the provincial level, private advisory firms, advisor companies, and freelance advisors.

The common trend in Poland which started on January 1, 1995 is charging fees for most advisory services, and the financial burden is transferred to the producers. In Poland, we can observe, year after year, less financial support from the state budget for agricultural advisory services and the necessity to look for other sources of funds (i.e., commercial services with marketing approach, EU funds). It is expected that farmers in our country will pay for most

services received from advisory staff. The problem is that owners of small farms, which dominate in Poland, might not be able to afford such services.

There is not yet a well-functioning system of Agricultural Knowledge and Information in Poland. Despite the existence of most of the institutions and organisations that make up AKIS, the lack of mutual relations from actual interaction prevents them from functioning as a system. This also means that the creation of agricultural knowledge is often done in isolation from the needs and expectations of its customers. Therefore, the effects of the functioning of the various institutions and organisations operating most often scattered or in total isolation, often dealing only with studies that are worse than would be expected given the size and quality of the owned intellectual potential.

In the Agricultural Knowledge and Information System, institutions, organisations and individual persons generate new knowledge, create new technologies, collect and prepare information, serve advisory services, but the linkages between particular units are not very strong. We can indicate some reasons of such situation, but the main reason is insufficient funding and lack of legislative acts, under which the AKIS system could work more efficiently. Looking at the sources of funding, we can notice differences in access to them – extension services are under-supported; knowledge coming from Universities (funding mainly through the Ministry of Science) is spreading too slowly (University researcher, finalising his project, is not obliged to prepare the results for practice; as opposed to researchers of Research Institutes, financed mainly by the Ministry of Agriculture and Rural Development).

6.2 Summary and conclusions on section 4+5

The results of survey pointed out several interesting findings:

- During the economy transformation in Poland, agricultural advisory services played a key role in fostering the economic changes in rural areas. In the south-eastern part of the country, advisory work focussed mainly on small and diverse (in terms of production and economic) farms, supporting farmers in undertaken non-agricultural activities bringing additional income. In regions where commercial farms prevail, the advisory work focused on different technologies.
- In Poland there is no special funding scheme to cover advisory work. In recent years we could observe the tendency towards limiting public funds for public advisory services. Many established and successful advisory employees decided to leave public advisory organisations and work for private companies or become freelancers.
- Advisors working in surveyed organisations have a good background and they are well prepared for advisory work (especially with a long-term of experience). Graduates of agricultural studies are well prepared professionally, but are insufficiently prepared in terms of inter-personal communication and need time to achieve advisory skills. They have extensive and deep professional knowledge and good communication skills, know farmers' needs, are market-oriented and able to work with all stakeholders. Most of them (90.1%) have a university degree.

- Individual extension is the most common method applied. This approach is good for individual farmers, but limits the access of other farmers to advisors.
- The most important group of clients for Polish advisors are small and medium farms. This is due to the specific characteristics of Polish agriculture (fragmentation of farms). The main topics of advisory services for medium commercial farm are: plant production, animal production, accounting, taxes, cross-compliance and environment protection.
- Farmers and farmer organisations seem to be the main source of knowledge in terms of farmer needs, which can be address to research institutions and organisations and producers of means for production. But they are still not efficient enough in their role.
- FAS is an important instrument of the Common Agricultural Policy supports farmers to meet cross-compliance requirements and the creation of a modern and competitive agriculture. However, it requires organisational and legal changes.

7. Acknowledgement of partners, information sources, reflection on methodology

During the process of identification and survey it appears, that in Poland there is a number of organisations providing advisory work. There are public organisations, research institutes and private companies, NGOs and farmer-based organisations as well as freelancers. Starting the process of research, we were met with difficulties in identifying the institutions and organisations delivering advisory services, because for many of them advisory activity is one of many services they offer, and not the main one. For this reason they are registered in different sectors of activities. Only the public advisory organisations are well known and their advisors are obliged to have accreditation and be listed in a special register. For this reason we decided to survey only these organisations, which are officially registered as advisory activity.

We surveyed 16 public organisations (with 3 454 advisors), which are the leaders in Poland. Also, we sent questionnaires to 16 Farmers' Chambers of Agriculture (having 136 advisors), and a few private organisations. During the survey we received questionnaires from all public organisations, but only one from a Farmer in the Chamber of Agriculture and one from a private company.

What did we notice during the process of survey? The majority of respondents were disappointed with the length of the questionnaire, and details required to be provided. Some of them missed several questions or left them unanswered if, in their opinion, the questions were too difficult. For this reason we found it difficult to summarize and interpret the data.

Some private companies refused to take part in survey due to legal rules, under which they are working (due to confidentiality).

The industrial companies providing advisory services also preferred not to be surveyed, indicating, as the reason, their fears of competitors on the market.

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www.epp.eurostat.ec.europa.eu

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9. Appendices

9.1 List of Universities with Agricultural Faculties in Poland

Name	Address	Website
University of Agriculture (Uniwersytet Rolniczy)	Mickiewicza Avenue 21 31-120 Krakow	http://www.ur.krakow.pl
University of Life Science (Uniwersytet Przyrodniczy)	ul. Akademicka 13, Lublin	www.ar.lublin.pl
University of Life Science (Uniwersytet Przyrodniczy)	ul. Wojska Polskiego 28 60-637 Poznan	http://puls.edu.pl
University of Life Science (Uniwersytet Przyrodniczy)	ul. Norwida 25 50-375 Wroclaw	http://www.up.wroc.pl
West Pomerania University of Technology Zachodniopomorski Uniwersytet Technologiczny	al. Piastów 17, 70-310 Szczecin	http://www.zut.edu.pl/
Warmian-Mazurian University (Uniwersytet Warmińsko- Mazurski)	ul. Michała Oczapowskiego 2 10-719 Olsztyn	http://www.uwm.edu.pl/
University of Technology and Life Science (Uniwersytet Technologiczno- Przyrodniczy)	85-225 Bydgoszcz ul. Kordeckiego 20	http://www.utp.edu.pl/en/
Warsaw University of Life Science (Szkoła Główna Gospodarstwa Wiejskiego)	Warszawa, ul. Nowoursynowska 166	http://www.sggw.pl/
Siedlce University of natural Sciences and Humanities (Uniwersytet Przyrodniczo- Humanistyczny)	ul. Konarskiego 2 08-110 Siedlce	http://www.uph.edu.pl/
University of Rzeszów (Uniwersytet Rzeszowski)	Aleja Rejtana 16c 35-959 Rzeszów	http://www.ur.edu.pl/universytet

9.2 Colleges with Agricultural Faculties in Poland (names, addresses and phone numbers)

Wyższa Szkoła Agrobiznesu w Łomży
The Academy of Agrobusiness in Lomza

ul. Studencka 19
18-400 Łomża
tel. (+48 86) 216-94-97
fax: (+48 86) 215-11-89
www.wsa.edu.pl/

Wyższa Szkoła Inżynierii Bezpieczeństwa i Ekologii w Sosnowcu
College of Engineering Safety and Ecology in Sosnowiec

ul. Wojska Polskiego 6
41-200 Sosnowiec
tel.:+48 (032) 266 20 51
<http://www.wse.sosnowiec.pl/>

Wyższa Szkoła Zarządzania Środowiskiem w Tucholi
Higher School of Environmental Management in Tuchola

ul. Pocztowa 13
89-500 Tuchola
tel. (52) 5592022
<http://www.wszs.tuchola.pl/nowa/>

Zamiejscowy Ośrodek Dydaktyczny w Leśnej Podlaskiej Wydziału Rolnictwa i Biologii
Szkoła Główna Gospodarstwa Wiejskiego
Warsaw University of Life Science, Division in Biała Podlaska

ul. Bialska 7, 21-542 Leśna Podlaska
Tel/fax: 83 345 04 40
<http://agrobiol.sggw.waw.pl/dziekanaty/pages/leC59Bna-podlaska.php>

Państwowa Wyższa Szkoła Zawodowa w Tarnowie
State Higher Vocational School in Tarnow

ul. Mickiewicza 8
33-100 Tarnów
<http://www.pwsztar.edu.pl/index.php>

Państwowa Wyższa Szkoła Zawodowa w Nysie
School of Higher Vocational Education in Nysa

Nysa, ul. Armii Krajowej 7
woj. opolskie
tel. (77) 448-47-00, fax. (77) 435-29-89
<http://www.pwsz.nysa.pl/>

Państwowa Szkoła Wyższa im. Papieża Jana Pawła II w Białej Podlaskiej
Pope John Paul II State School of Higher Education in Biała Podlaska

Biała Podlaska, ul. Sidorska 95/97
woj. lubelskie
tel. (83) 344 99 00, fax. (83) 344-99-50
<http://www.pswbp.pl/>

Państwowa Wyższa Szkoła Zawodowa im. J. A. Komeńskiego w Lesznie

State Higher Vocational School in Leszno

ul. Mickiewicza 5, 64-100 Leszno
tel. 65 529 60 84, fax 65 529 60 82
<https://www.pwsz.edu.pl/>

Państwowa Wyższa Szkoła Zawodowa im. Jana Grodka w Sanoku

State Higher Vocational School in Sanok

ul. Mickiewicza 21, 38-500 Sanok
tel. 13 46 55 954, fax 13 46 55 959
<http://www.pwsz-sanok.edu.pl/uczelnia/>

Państwowa Wyższa Szkoła Zawodowa w Chełmie

The State School of Higher Education in Chełm

ul. Pocztowa 54, 22-100 Chełm
tel/fax 82 565 88 94
<http://www.pwsz.chelm.pl/>

Państwowa Wyższa Szkoła Zawodowa w Krośnie

Krosno State College

ul. Rynek 1, 38-400 Krosno
tel. 13 437 55 31, fax 13 437 55 11
www.pwsz.krosno.pl/

Państwowa Wyższa Szkoła Zawodowa w Suwałkach

Higher Vocational School in Suwałki

ul. Teofila Noniewicza 10, 16-400 Suwałki
tel. 87 562 84 29, fax 87 562 84 30
<http://pwsz.suwalki.pl/>

Wyższa Szkoła Społeczno-Przyrodnicza im. Wincentego Pola w Lublinie

Higher School of Vincent Pol in Lublin

ul. Choiny 2, 20-816 Lublin
tel./fax 81 740 72 40, 81 740 72 08
www.wssp.edu.pl/

Wyższa Szkoła Umiejętności im. Stanisława Staszica w Kielcach

Higher School of Arts and Sciences in Kielce

ul. Olszewskiego 6, 25-663 Kielce
tel. 41 344 52 64, fax 41 344 98 68
<http://www.wsu.kielce.pl/>

Wyższa Szkoła Zawodowa w Kostrzynie nad Odrą

State Higher Vocational School in Kostrzyn on the Oder

ul. Mickiewicza 20, 66-470 Kostrzyn nad Odrą
tel./ fax 95 752 90 36

9.3 Research Institutes working for agriculture in Poland (names and websites)

Ministerstwo Rolnictwa i Rozwoju Wsi
Ministry of Agriculture and Rural Development
www.minrol.gov.pl

Ministerstwo Nauki i Szkolnictwa Wyższego
Ministry of Science and Higher Education
<http://www.nauka.gov.pl/>

Ministerstwo Środowiska
Ministry of the Environment
<http://www.mos.gov.pl/>

1) Research Institutes under Minister of Agriculture and Rural Development:

Institutu Ekonomiki Rolnictwa i Gospodarki Żywnościowej - Państwowy Instytut Badawczy w Warszawie
Institute of Agricultural Economics – National Research Institute in Warsaw
<http://www.ierigz.waw.pl/index.php>

Institutu Zootechniki - Państwowy Instytut Badawczy w Krakowie
Institute of Animal Science - National Research Institute in Krakow
<http://www.izoo.krakow.pl/>

Institut Uprawy Nawożenia i Gleboznawstwa - Państwowy Instytut Badawczy w Puławach
Institute Soil Science and Plant Fertilisation - National Research Institute in Pulawy
www.iung.pulawy.pl/

Institut Ochrony Roślin w Poznaniu
Plant Protection Research Institute in Poznan
www.ior.poznan.pl/

Institut Włókien Naturalnych i Roślin Zielarskich
Institute of Natural Fibres and Medicinal Plants in Poznan
www.iripz.pl

Institut Ogrodnictwa w Skierniewicach
Research Institute of Horticulture in Skierniewice
<http://www.inhort.pl/o-nas>

Państwowy Instytut Weterynaryjny - Państwowy Instytut Badawczy w Puławach
Veterinary Institute - National Research Institute in Pulawy
www.piwet.pulawy.pl/

Institut Biotechnologii Przemysłu Rolno-Spożywczego im. prof. W. Dąbrowskiego w Warszawie
Institute of Agricultural and Food Biotechnology in Warsaw
<http://www.ibprs.pl/kontakt>

Institut Hodowli i Aklimatyzacji Roślin - Państwowy Instytut Badawczy w Radzikowie
The Plant Breeding and Acclimatization Institute (IHAR) - National Research Institute in Radzikow
<http://www.ihar.edu.pl/kontakt.php>

Instytut Rybactwa Śródlądowego im. Stanisława Sakowicza w Olsztynie
Inland Fisheries Institute in Olsztyn
<http://www.infish.com.pl/kontakt>

Instytut Technologiczno-Przyrodniczy w Falentach – ITP
Institute of Technology and Life Sciences in Falenty
<http://www.itep.edu.pl/>

Morski Instytut Rybacki – Państwowy Instytut Badawczy w Gdyni
National Marine Fisheries Research Institute in Gdynia
<http://www.nmfri.gdynia.pl/>

Centralny Ośrodek Badania Odmian Roślin Uprawnych w Słupii Wielkiej
Research Center for Cultivar Testing in Słupia Wielka
<http://www.coboru.pl/>

2) Other Research Institutes:

Instytut Rozwoju Wsi i Rolnictwa Polskiej Akademii Nauk
Institute of Rural and Agricultural Development, Polish Academy of Science
<http://www.irwirpan.waw.pl/>

Instytut Badawczy Leśnictwa w Warszawie
Forest Research Institute in Warsaw
www.ibles.waw.pl/

Instytut Fizjologii i Żywienia Zwierząt PAN im. Jana Kielanowskiego w Jabłonie
Institute of Animal Physiology and Nutrition in Jabłonna
www.ifzz.pl/

Instytut Genetyki i Hodowli Zwierząt PAN – Jastrzębiec
Institute of Genetics and Animal Breeding in Jastrzebiec
www.ighz.edu.pl/pol/

Instytut Rozrodu Zwierząt i Badań Żywności PAN w Olsztynie
Institute of Animal Reproduction and Food Research in Olsztyn
www.pan.olsztyn.pl

Instytut Żywności i Żywienia w Warszawie im. prof. dra med. Aleksandra Szczygła
National Food and Nutrition Institute in Warsaw
<http://www.izz.waw.pl/>

Przemysłowy Instytut Maszyn Rolniczych w Poznaniu
Industrial Institute of Agricultural Engineering in Poznan
www.pimr.poznan.pl/

9.4 Other institutions and organisations supporting agriculture (names and websites)

Główny Inspektorat Jakości Handlowej Artykułów Rolno-Spożywczych w Warszawie
Agricultural and Food Quality Inspection - Main Inspectorate in Warsaw
<http://www.ijhar-s.gov.pl/>

Główny Inspektorat Ochrony Roślin i Nasiennictwa w Warszawie
Main Inspectorate of Plant Health And Seed Inspection in Warsaw
<http://piorin.gov.pl/index.php?pid=102>

Główny Inspektorat Weterynarii w Warszawie
Central Veterinary Inspection in Warsaw
<http://www.wetgiw.gov.pl/>

Okręgowy Inspektorat Rybołówstwa Morskiego w Gdyni
Sea Fishery Inspection in Gdynia
<http://www.oirm.gdynia.pl/>

Okręgowy Inspektor Rybołówstwa Morskiego w Szczecinie
Sea Fishery Inspection in Szczecin
<http://www.oirm.szczecin.pl/adresy.htm>

Krajowa Stacja Chemiczno-Rolnicza w Warszawie
National Agrochemical Station in Warsaw
<http://www.schr.gov.pl/>

Krajowe Centrum Hodowli Zwierząt w Warszawie
National Centre for Animal Breeding in Warsaw
<http://www.kchz.agro.pl/>

Agencja Restrukturyzacji i Modernizacji Rolnictwa w Warszawie
Agency for Restructuring and Modernisation of Agriculture in Warsaw
www.arimr.gov.pl

Agencja Rynku Rolnego w Warszawie
Agency of Agricultural Market in Warsaw
<http://www.arr.gov.pl/>

Agencja Nieruchomości Rolnych w Warszawie
Agency for Agricultural Property in Warsaw
www.anr.gov.pl

Kasa Rolniczego Ubezpieczenia Społecznego (KRUS)
Agricultural Social Insurance Fund
www.krus.gov.pl

Fundacja Programów Pomocy dla Rolnictwa
Foundation of Assistance of Programmes for Agriculture
www.fapa.com.pl

Centralna Biblioteka Rolnicza im. M. Oczapowskiego w Warszawie
Central Agricultural Library in Warsaw
www.cbr.org.pl

Krajowe Centrum Edukacji Rolniczej w Brwinowie
National Centre for Agricultural Education in Brwinow
<http://www.kcer.pl/>

Polskie Towarzystwo Agronomiczne
Polish Agronomy Association
<http://www.up.poznan.pl/pta/>

Krajowa Rada Izb Rolniczych
National Council for Farmer' Agricultural Chambers
www.krir.pl

Małopolskie Stowarzyszenie Doradztwa Rolniczego
Malopolska Association for Agricultural Extension
ul. Czysta 21, 30-121 Kraków
www.msdr.org.pl

Polska Agencja Rozwoju Przedsiębiorczości
Polish Agency for Entrepreneurship Development
<http://www.parp.gov.pl/>

Fundusz Współpracy, program AGRO-INFO
Cooperation Fund, AGRO-INFO Program
www.agro-info.org.pl

Program Aktywizacji Obszarów Wiejskich (PAOW)
Rural Development Program
www.paow.gov.pl

Federacja Branżowych Związków Producentów Rolnych (26 związków)
Federation of Branch Unions of Agricultural Producers (26 unions)
<http://www.fbzpr.org.pl/arti.php?id=aktualny.htm>

Krajowa Federacja Hodowców Drobiu i Producentów Jaj
Polish Federation of Poultry Breeders and Eggs Producers
www.hodowcydrobiu.pl

Fundacja na Rzecz Rozwoju Polskiego Rolnictwa
Foundation for the Development of Polish Agriculture
www.fdpa.org.pl/

Fundacja Wspomagania Wsi w Warszawie
Rural Development Foundation in Warsaw
www.fundacjawspomaganiawsi.pl/

Europejski Fundusz Rozwoju Wsi Polskiej
The European Fund for the Development of Polish Villages
<http://www.efrwp.pl/>

Małopolska Izba Rolnicza
Malopolska Farmer' Chamber
www.mir.krakow.pl

Kuyavian-Pomerania Agricultural Chamber

<http://www.kpir.pl/>

Lodzka Agricultural Chamber
<http://www.izbarolnicza.lodz.pl/>

Lower Silesian Agricultural Chamber
<http://www.izbarolnicza.pl/>

Lubelska Agricultural Chamber
<http://www.lir.lublin.pl/pl/kontakt.html>

Lubuska Agricultural Chamber
<http://www.lir.agro.pl/>

Mazovian Agricultural Chamber
<http://www.mir.pl/>

Opolska Agricultural Chamber
<http://www.izbarolnicza.opole.pl/>

Podkarpacka Farmer' Chamber
<http://www.pir.xo.pl/>

Podlaska Agricultural Chamber
<http://www.piol.pl/>

Pomeranian Agricultural Chamber
<http://www.pir.home.pl/>

Silesian Agricultural Chamber
<http://www.sir-katowice.pl/>

Swietokrzyska Agricultural Chamber
<http://www.sir-kielce.pl/>

Warmian-Masurian Agricultural Chamber
<http://www.wmirol.org.pl/>

West Pomeranian Agricultural Chamber
<http://www.zir.pl/>

Wielkopolska Agricultural Chamber
<http://www.wir.org.pl/>

9.5 List of secondary vocational schools with agricultural specialisations in Poland (names and addresses) – according provinces

Kuyavian-Pomerania Province

BYDGOSZCZ

ul. Filmowa 1; 85-836 Bydgoszcz
Zespół Szkół Centrum Kształcenia Rolniczego w Bydgoszczy
tel.: (52) 372-62-65; 372-62-75; 361-02-30; fax: (52) 361 02 30
e-mail: zsogrodnicych@wp.pl; <http://zsogrodnicych.edupage.org/>

KOWAL

Kazimierza Wielkiego 9; 87-820 Kowal
Zespół Szkół Centrum Kształcenia Rolniczego im. Kazimierza Wielkiego w Kowalu
tel./fax.: (54) 284-22-19; fax: (54) 284-13-75,
e-mail: zskowal@zskowal.edu.pl; <http://www.zskowal.edu.pl>

STARY BRZEŚĆ

Stary Brześć; 87-880 Brześć Kujawski
Zespół Szkół Centrum Kształcenia Rolniczego im. Jadwigi Dziubińskiej w Starym Brześciu
tel.: (54) 252-12-25; fax: (54) 252-12-25
e-mail: starybrzesc@interia.pl; www.starybrzesc.pl

Great Poland (Wielkoposka) Province

BRZOSTOWO

Brzostowo 69; 89-350 Miasteczko Krajeńskie
Zespół Szkół Centrum Kształcenia Rolniczego im. Michała Drzymały w Brzostowie
tel.: (67) 287-44-11; fax: (67) 287-44-11
e-mail: brzostowo@wp.pl; www.ckrbrzostowo.pl

POWIERCIE

Powiercie 31; 62-600 Koło
Zespół Szkół Centrum Kształcenia Rolniczego w Powierciu
tel.: (63) 261-51-97; fax: (63) 261-52-16
e-mail: zsp_powiercie@go2.pl; www.powiercie.eu

Little Poland (Malopolska) Province

BYSTRA

Bystra 156; 38-300 Gorlice
Zespół Szkół Centrum Kształcenia Rolniczego
tel.: (18) 351-31-69; fax: (18) 351-31-69
e-mail: zsabystra@op.pl; <http://www.zsabystra.com.pl>

HAŃCZOWA

Hańczowa 80, 38-316 Wysowa Zdrój
Zespół Szkół Centrum Kształcenia Rolniczego
tel./fax: (18) 353-20-04;
e-mail: zsr-hanczowa@pro.onet.pl; <http://www.zsr-hanczowa.pl>

NOWY TARG

Kokoszków 71; 34-400 Nowy Targ
Zespół Szkół Centrum Kształcenia Rolniczego im. Augustyna Suskiego w Nowym Targu
tel.: (18) 266-27-71; tel./fax: (18) 266-36-47
e-mail: wet@oswiata.org.pl; www.zsr.nowytag.pl

Lodz Province

DOBRYSZYCE

Szkolna 4; 97-505 Dobryszycy
Zespół Szkół Centrum Kształcenia Rolniczego im. Władysława Stanisława Reymonta w Dobryszycach
tel./fax.: (44) 681-11-91; tel.: (44) 681-11-82
e-mail: zsr_dobryszycy@pro.onet.pl; http://zsrdobryszycy.republika.pl

MIECZYŚLAWÓW

99-314 Krzyżanów
Zespół Szkół Centrum Kształcenia Rolniczego im. Macieja Rataja w Mieczysławowie
tel.: (24) 254-20-85; fax: (24) 356-27-48
e-mail: mieczyslawow@op.pl; www.mieczyslawow.pl

WIDZEW

Widzew, ul. Szkolna 12; 95-054 Ksawerów
Zespół Szkół Centrum Kształcenia Rolniczego im. mjr pil. Władysława Szczecińskiego w Widzewie
tel.: (42) 215-80-33; fax: (42) 215-83-14
e-mail: sekretariat@zsckr.pl

ZDUŃSKA DĄBROWA

Zduńska Dąbrowa 64; 99-440 Zduny
Zespół Szkół Centrum Kształcenia Rolniczego im. Jadwigi Dziubińskiej w Zduńskiej Dąbrowie
tel./fax.: (46) 838-74-95
e-mail: szkola@zspzd-technikum.pl; www.zspzd-technikum.pl

Lower Silesia Province

MOKRZESZÓW

Mokrzeszów 111, 58-160 Świebodzice
Zespół Szkół Centrum Kształcenia Rolniczego im. Wincentego Witosa w Mokrzeszowie
tel.: (74) 850-87-36; fax: (74) 850-87-00
e-mail: ckuzsr@poczta.onet.pl; http://ckuzsr.republika.pl

Lublin Province

JABŁOŃ

ul. Zamoyskiego 4; 21-205 Jabłoń
Zespół Szkół Centrum Kształcenia Rolniczego im. Augusta Zamoyskiego w Jabłoni
tel.: (83) 356-00-17; 356-04-6; fax: (83) 356-00-17
e-mail: zsckrjablon@poczta.fm; www.zsckrjablon.pl; www.ebip.lublin.pl/zsckrjablon

KOROLÓWKA-OSADA

Kolorówka - Osada; 22-200 Włodawa
Zespół Szkół Centrum Kształcenia Rolniczego im. Ireny Kosmowskiej w Korolówce-Osadzie
tel.: (82) 57-17-22; fax: (82) 57-17-556
e-mail: sekretariat@zsr-korolowka.pl; www.zsr-korolowka.pl

LEŚNA PODLASKA

Bialska 7; 21-542 Leśna Podlaska

Zespół Szkół Centrum Kształcenia Rolniczego im. Wincentego Witosa w Leśnej Podlaskiej
tel.: (83) 345-00-24; fax: (83) 345-00-24
e-mail: lesna@zsckr.edu.pl; www.zsckr.edu.pl

OKSZÓW

Szkolna 2; 22-105 Okszków
Zespół Szkół Centrum Kształcenia Rolniczego im. Józefa Piłsudskiego w Okszowie
tel.: (82) 569-07-22; 569-07-23; fax: (82) 569-07-32
e-mail: zsrcku@okszow.edu.pl; www.zsckr.okszow.edu.pl

POTOCZEK

Potoczek 43; 23-313 Potok Wielki
Zespół Szkół Centrum Kształcenia Rolniczego w Potoczku
Tel./fax.: (15) 874-02-68
e-mail: zsr_pot@poczta.onet.pl; www.zsr_pot.republika.pl

RÓŻANIEC

Różaniec Pierwszy 94; 23-420 Tarnogród
Zespół Szkół Centrum Kształcenia Rolniczego im. Wincentego Witosa w Różańcu
tel.: (84) 689-93-82; 689-93-46; fax: (84) 689-93-46
e-mail: zsarozaniec@op.pl; www.zsarozaniec.republika.pl

SIENNICA RÓŻANA

Siennica Różana 266A; 22-304 Siennica Różana
Zespół Szkół Centrum Kształcenia Rolniczego w Siennicy Różanej
tel.: (82) 575-92-87; 575-94-25; fax: (82) 575-94-24
e-mail: siennicz@wp.pl; www.zssiennica.edu.pl

Lubuskie Province

BOBOWICKO

Międzyrzecka 7a; 66-300 Międzyrzecz
Zespół Szkół Centrum Kształcenia Rolniczego im. Zesłańców Sybiru w Bobowicku
Tel./fax.: (95) 741-32-18; tel./fax: (95) 741-32-02
e-mail: zsckr-bobowicko@wp.pl; www.zsr-bobowicko.miedzyrzecz.pl
BIP: www.miedzyrzecz.zsr.bip.net.pl

HENRYKÓW

Henryków 54; 67-300 Szprotawa
Zespół Szkół Centrum Kształcenia Rolniczego im. Komisji Edukacji Narodowej w Henrykowie
tel.: (68) 376-25-17; fax: (68) 376-24-89
e-mail: zsrcku@vp.pl; http://zsrcku.ovh.org

KAMIENŃ MAŁY

Kamień Mały 89; 66-460 Witnica
Zespół Szkół Centrum Kształcenia Rolniczego w Kamieniu Małym
tel.: (95) 751-58-26; fax: (95) 751-58-26
e-mail: zsrkm@go.home.pl; http://www.zsrkm.pl

Mazovian Province

GOLĄDKOWO

Golądkowo 41 G; 06-120 Winnica
Zespół Szkół Centrum Kształcenia Rolniczego im. Jadwigi Dziubińskiej w Golądkowie
tel.: (23) 691-40-73; 691-40-93; fax: (23) 691-40-83

e-mail: zsrGoladkowo@tlen.pl; www.goladkowo.pl

GOŁOTCZYŻNA

ul. Ciecchanowska 18B; 06-430 Gołotczyżna

Zespół Szkół Centrum Kształcenia Rolniczego im. Aleksandra Świętochowskiego w Gołotczyźnie
tel.: (23) 671-30-31; fax: (23) 671-30-31

e-mail: bratne@ci.home.pl; www.bratne.republika.pl

SOKOŁÓW PODLASKI

Oleksiaka Wichury 3; 08-300 Sokołów Podlaski

Zespół Szkół Centrum Kształcenia Rolniczego im. Władysława Stanisława Reymonta w Sokołowie Podlaskim

tel.: (25) 787-21-37; fax: (25) 787-21-37

e-mail: zs2@sokolowpodl.pl; http://zs2.sokolowpodl.pl

STARE LUBIEJEWO

Klonowa 4; 07-300 Ostrów Mazowiecka

Zespół Szkół Centrum Kształcenia Rolniczego im. Szkoły Podchorążych Piechoty w Komorowie

tel.: (29) 745-32-66; fax: (29) 745-32-66

e-mail: zslubiejewo@op.pl; http://www.lubiejewo.republika.pl

STUDZIENIEC

09-200 Sierpc

Zespół Szkół Centrum Kształcenia Rolniczego w Studzieniu

tel.: (24) 275-08-10; fax: (24) 2-750-810

e-mail: zszstudzieniec@home.pl; www.zszstudzieniec.home.pl

Opole Province

BOGDAŃCZOWICE

Bogdańczowice 1A; 46-233 Bąków

Zespół Szkół Centrum Kształcenia Rolniczego im. Ks. dr Jana Dzierżona w Bogdańczowicach

tel.: (77) 413-18-04; fax: (77) 413-18-04

e-mail: sekretariat@zsckrbogdanczowice.pl; www.zsckrbogdanczowice.pl

GLUBCZYCE

ul. Niepodległości 2; 48-100 Głubczyce

Zespół Szkół Centrum Kształcenia Rolniczego im. Władysława Szafera w Głubczycach

tel.: (77) 485-30-11; fax: (77) 485-30-11

e-mail: cku_zsr_glubczyce@wodip.opole.pl; http://cku_zsr_glubczyce.wodip.opole.pl

Podkarpackie Province

NOWOSIELCE

Nowosielce 206; 38-533 Zarszyn

Zespół Szkół Centrum Kształcenia Rolniczego im. II Czechosłowackiej Brygady Spadochronowej w Nowosielcach

tel.: (13) 465-39-80; tel./fax: (13) 465-39-81

e-mail: zsrnowosielce@poczta.onet.pl; http://www.nowosielce.strefa.pl

RZEMIENIÓ

39-322 Rzemień 243; gmina Przeław

Zespół Szkół Centrum Kształcenia Rolniczego im. prof. Władysława Szafera w Rzemieniu

tel.: (17) 774-81-30; 581-13-22; fax: (17) 774-81-30

e-mail: zs_rcku@poczta.onet.pl; http://zsrcku.rzemien.eu

Podlaskie Province

JANÓW

ul. Białostocka 22; 16-130 Janów
Zespół Szkół Centrum Kształcenia Rolniczego
tel.: (85) 721-62-16; 721-60-83; fax: (85) 721-62-16
e-mail: zsrjanow2@wp.pl; <http://www.zsrjanow.edu.pl>

MARIANOWO

Marianowo 7; 18-421 Piątnica
Zespół Szkół Centrum Kształcenia Rolniczego im. chor. Jana Szymańskiego w Marianowie
Tel./fax.: (86) 216-66-11, tel. (86) 21-92-700
e-mail: zsrmaria@izd.psl.org.pl; <http://www.marianowo.neostrada.pl>

RUDKA

ul. Ossolińskich 1; 17-123 Rudka
Zespół Szkół Centrum Kształcenia Rolniczego im. Krzysztofa Kluka w Rudce
tel./fax.: (85) 739-40-15
e-mail: zsr_rudka@o2.pl; www.zsrudka.edu.pl

SEJNY

ul. Konarskiego 23; 16-500 Sejny
Zespół Szkół Centrum Kształcenia Rolniczego im. Stanisława Staszica w Sejnach
tel.: (87) 516-36-40; fax: (87) 516-36-40
e-mail: sekretariat@zsckr.sejny.pl; <http://www.zsckr.sejny.pl>

SUWAŁKI

ul. Ogrodowa 49; 16-400 Suwałki
Zespół Szkół Centrum Kształcenia Rolniczego im. Wincentego Witosa w Suwałkach
tel.: (87) 567-90-81; fax: (87) 567-90-81
e-mail: zsckrsuw@suwalki.eta.pl; www.zs7.edu.pl

Silesia Province

NAKŁO ŚLĄSKIE

ul. Gustawa Morcinka 9; 42-620 Nakło Śląskie
Zespół Szkół Centrum Kształcenia Rolniczego im. 1000-lecia Państwa Polskiego w Nakle Śląskim
tel.: (32) 381-32-22; 381-32-20; fax: (32) 381-32-21
e-mail: sekretariat@ckrnaklo.pl; www.ckrnaklo.pl

Swietokrzyskie Province

CHROBERZ

Chroberz 268; 28-425 Złota
Zespół Szkół Centrum Kształcenia Rolniczego im. Bolesława Chrobrego w Chrobrzu
tel.: (41) 356-40-03; 356 40 47; fax: (41) 356 4024
e-mail: sekretariat@zsrchroberz.pl; www.zsrchroberz.pl

SANDOMIERZ

Mokoszyńska 1; 27-600 Sandomierz
Zespół Szkół Centrum Kształcenia Rolniczego im. Ziemi Sandomierskiej w Sandomierzu - Mokoszyńie
tel./fax.: (15) 832-34-70
e-mail: mokoszyn1@interia.pl; www.mokoszyn.pl

SICHÓW DUŻY

Sichów Duży 89; 28-236 Rytwiiany

Zespół Szkół Centrum Kształcenia Rolniczego im. Adolfa Dygasińskiego w Sichowie Dużym

tel.: (15) 864-73-22; 864-73-23; fax: (15) 821-77-44; 824-28-82

e-mail: sichow@poczta.onet.pl; <http://www.zrsichow.strefa.pl>

Warmian-Mazurian Province

DOBROCIN

Dobrocin 3, 14-330 Małdyty

Zespół Szkół Centrum Kształcenia Rolniczego

tel.: (89) 758-17-15; 758-17-08; fax: (69) 758-17-15

e-mail: sekret.dobrocin@interia.pl; <http://www.zsckr.net>

KAROLEWO

Karolewo 12; 11-400 Kętrzyn

Zespół Szkół Centrum Kształcenia Rolniczego w Karolewie

Tel./fax.: (89) 752-47-53

e-mail: zsckr@karolewo.com; www.karolewo.com/

West Pomerania Province

BONIN

76-009 Bonin

Zespół Szkół Centrum Kształcenia Rolniczego im. Wincentego Witosa w Boninie

tel.: (94) 342-28-92; fax: (94) 342-28-92

e-mail: szkola@zsbonin.anv.pl; www.zsbonin.pl

MIESZKOWICE

ul. Techników 1; 74-505 Mieszkowice

Zespół Szkół Centrum Kształcenia Rolniczego im. Osadników Wojskowych w Mieszkowicach

tel.: (91) 414-54-41; fax: (91) 414-54-41

e-mail: zspmieszkowice@op.pl; www.zsckr.com.pl

9.6 List of surveyed organisations (names and websites)

No.	Name	Address	Website
1	Kuyavian-Pomerania Agricultural Advisory Centre in Minikowo	Minikowo, 89-122 Minikowo	www.kpodr.pl
2	Little Poland Agricultural Advisory Centre in Karniowice	Karniowice, os. XXXV-lecia PRL 9, 32-082 Bolechowice	www.modr.pl
3	Lodzkie Agricultural Advisory Centre in Bratoszewice	ul. Nowości 32, 95-011 Bratoszewice	www.lodr-bratoszewice.pl
4	Lower Silesian Agricultural Advisory Centre in Wrocław	ul. Zwycięska 8, 53-033 Wrocław	www.dodr.pl
5	Lubelskie Agricultural Advisory Centre in Koneskowola	ul. Pożowska 8 Końskowola	www.wodr.konskowola.pl
6	Lubuskie Agricultural Advisory Centre in Kalsk	Kalsk 91,66-100 Sulechów	hwww.lodr.pl
7	Mazovian Agricultural Advisory Centre in Warsaw	ul. Czereśniowa 98, 02-456 Warszawa	www.modr.mazowsze.pl
8	Opolskie Agricultural Advisory Centre in Losiow	ul. Główna 1, 49-330 Łosiow	www.oodr.pl
9	Podkarpackie Agricultural Advisory Centre in Szepietow	Szepietowo, 18-210 Szepietowo	www.odr.pl
10	Podlaskie Agricultural Advisory Centre in Boguchwała	ul. Tkaczowa 146, 36-040 Boguchwała	www.podrb.pl
11	Pomeranian Agricultural Advisory Centre in Gdansk	ul. Trakt Św. Wojciecha 293, 80-001 Gdańsk	www.podr.pl
12	Silesian Agricultural Advisory Centre in Czestochowa	ul. Ks. Kard. Stefana Wyszyńskiego 70/126 42-200 Częstochowa	www.czwa.odr.net.pl
13	Swietokrzyskie Agricultural Advisory Centre in Modliszewice	Modliszewice, ul. Piotrkowska 30, 26-200 Końskie	www.sodr.pl
14	Warmian-Masurian Agricultural Advisory Centre in Olsztyn	ul. Jagiellońska 91, 10-356 Olsztyn	www.w-modr.pl
15	West Pomeranian Agricultural Advisory Centre in Barzkowice	Barzkowice, 73-134 Barzkowice	www.zodr.pl
16	Wielkopolskie Agricultural Advisory Centre in Poznan	ul. Sieradzka 29, 60-163 Poznań	www.wodr.poznan.pl
17	Malopolska Farmer' Chamber in Krakow	Krakow 31-964, os. Krakowiakow 45a/13	www.mir.krakow.pl
18	Fundacja Gospodarka i Przedsiębiorczość w Krakowie / Foundation of Economy and Entrepreneurship in Krakow	30-519 Kraków, ul. J. Zamoyskiego 27/5	www.agrotim.pl