

CREATING NON-AGRICULTURAL JOBS IN RURAL AREAS IN POLAND

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У статті досліджуються найважливіші проблеми створення робочих місць у сільській місцевості, способи подолання перешкод для створення та розвитку підприємств, вказуються нові напрямки розвитку бізнесу.

***Ключові слова:** підприємництво, багатофункціональний розвиток сільських районів, трудові ресурси в сільському господарстві, несільськогосподарські вакансії.*

Rural areas in Poland are of crucial importance for social, environmental and economic reasons. This stems mainly from the fact that they constitute the vast majority of the country's territory and are home to a high proportion of the population. In terms of rural population Poland ranks first in the European Union and is second with regard to the number of agricultural holdings.

After the political transformation in 1989, it turned out that although the majority of farms were in private hands, Polish farmers were unprepared for the political changes. Under socialism agricultural production was the primary objective, i.e. the concept of development of agriculture and rural areas was strictly monofunctional. Therefore, the improvement of living standards of the rural population was sought only in the development of agricultural functions. One of the crippling effects of the economic transformation in Poland was unemployment, a phenomenon unknown in post-war Poland. The rural inhabitants were particularly badly affected. Furthermore, following the introduction of free market economy, the majority of Polish farms with small commodity production were unable to compete successfully in the newly created free market for agricultural products and the barrier was almost impossible to overcome. Big fluctuations in prices of agricultural products and means of agricultural production, problems with the sale of farm produce and their both qualitative and quantitative inadequacy with regard to agri-food industry requirements forced many agricultural producers to look for income from non-agricultural sources. It turned out that unprofitable agricultural production had to be replaced by other functions, like: agri-food processing, tourism and renewable energy sources.

Nowadays, Polish economy is facing many challenges regarding its future development. One of them is the need to eliminate the hidden unemployment existing mainly in rural areas and agriculture. Therefore, the policy concerning rural areas and agriculture in Poland and other European Union countries should focus on the economic growth and development of all non-agricultural functions of rural areas, including non-agricultural business activities. Therefore, the aim of this article is to identify the determinants of non-agricultural job creation in rural areas. To achieve this objective, an empirical research was conducted involving representatives of various institutions and organizations which have impact on the functioning of rural areas. The study used the method of a diagnostic survey based on the unstructured interview technique. Additionally, the study was underpinned by desk-based analysis of statistical data provided by the Central Statistical Office and the Institute of Agricultural and Food Economics as well as the literature review.

Multifunctional Development of Rural Areas. In Poland, rural areas are generally considered to be the territory outside the borders of cities. In the European Union, the classification of a land to rural areas is determined by the population density not exceeding 100 inhabitants per square kilometre. The OECD (Organisation for Economic Co-operation and Development) adopts a different index – 150 inhabitants per square kilometre [1].

Rural development is understood as a process of improving the economic situation and living conditions of rural residents, accompanied by an increase in the quality of goods (including public goods) provided by rural areas to the society [2]. The contemporary concepts [3] of rural development assume that efforts should be made to reduce the number of agricultural holdings and people working in agriculture in favour of non-agricultural functions. In the European Union, already at the beginning of the 1980s, the member states acting under the Common Agricultural Policy abandoned the concept of maximizing agricultural production. Production quotas were introduced and prices for agricultural products were reduced which forced farmers to look for new ways of earning a living. Currently, the policy of the member states involves both promoting new forms of off-farm employment, as well as providing advisory services to different groups of rural residents promoting diversification of the sources of income. In addition, the rural development policy should take account of the concept of sustainable development. It assumes commitment to improving quality of life while maintaining social equality, biodiversity and natural resources. It covers the development of organic agriculture, investments in renewable energy sources, development of agritourism but also to promoting non-agricultural entrepreneurship and supporting employment outside agriculture.

Considering the issues of multifunctional rural development it would be valuable to present the position of the OECD, which provides two interpretations of multifunctionality. The first is the analysis of multifunctionality as an economic characteristic demonstrated by diverse, interrelated products or effects of an activity. Some of them have a market value, while others are excluded from the operations of the market mechanisms. Multifunctionality is therefore an attribute of many types of economic activity and does not refer solely to agriculture. The second way of interpreting multifunctionality concerns the assignment of different roles to agriculture. The list of roles performed by agriculture includes: production role (e.g. production of agricultural products), social role (e.g. social cohesion in rural areas), cultural role (e.g. conservation and enrichment of rural cultural traditions) and environmental role (e.g. preventing the degradation of the natural agricultural land). As a result, the concept of multifunctionality does not only cover the echo of the production process, but also includes values important from the point of view of the whole society [4].

The effect of multifunctional development of rural areas in Poland is the progressive reduction of employment in agriculture. After the Polish accession to the European Union in 2004, employment in this sector fell by 20%. There was also a decline in the number of agricultural holdings from 2.9 million in 2002 to 2.3 million in 2010 [5]. It should be emphasized that the analysis of the incomes in agriculture after the accession, carried out for the needs of statistics in the study "Economic Accounts for Agriculture", showed that the incomes in Polish agriculture steadily increased in the years 2004 – 2011. In 2011 the upward trend was reversed. For detailed data see Table 1.

The increase in the income of the agricultural entrepreneurs in the period 2004–2009 was primarily driven by the growth in subsidies. Their share in the income of entrepreneurs increased from 38.8% in 2004 to over 60% in 2009. In the following years

the share of subsidies in rural income was decreasing and in 2013 it did not exceed 40% [6].

1 Income of agricultural entrepreneurs in PLN, in 2004 – 2013

Years	2004	2006	2008	2010	2011	2012	2013*
Income of agricultural entrepreneur	19 928	20 905	23 346	30 940	38 907	36 666	35 913

Source: Rachunki Ekonomiczne dla Rolnictwa”, IERiGŻ, August 2014

*estimated values

Labour Resources in Agriculture. Work in agriculture is the basic form of professional activity for a considerable group of people living in rural areas. Restructuring and ownership transformation in the economy that occurred after 1989 resulted in a number of changes in the structure of the labour force in agriculture. The immediate result of the transformation was a rapid increase in unemployment. Agriculture has become a buffer mitigating this negative phenomenon.

Work, as one of the three factors of production, has impact on the efficiency and competitiveness of farms. The relationship between land and capital in Polish agriculture is assessed as satisfactory, while the relationship between labour and capital as well as labour and land, due to excessive labour resources, are negatively evaluated [7].

In comparison to other European countries, Poland has one of the highest proportions of people working agriculture (16%). The relatively high values of this index are also characteristic for such countries as Albania, Greece, Ukraine, Romania, Belarus and Portugal. By far the lowest values of this indicator, (not exceeding 3%), are registered in Great Britain, Germany, France, the Netherlands and Denmark [8].

Also, the volume of work put in agriculture measured in annual work units (AWU) per 100 hectares of agricultural land [9] shows that Poland lags behind other European countries. This is due to the unfavourable agrarian structure and a surplus of people employed in agriculture – called the hidden unemployment. It takes place when reducing the number of employees does not reduce the volume of production. The value of this indicator in the EU ranges from 1.7 to more than 15 annual work units per 100 hectares of agricultural land. For comparison, the average value of this indicator in the European Union is 6 AWU per 100 hectares of agricultural land. The lowest values of this indicator and therefore the most favourable situation takes place in the countries from the EU-15, namely: the United Kingdom – 1.7 AWU / 100 hectares of agricultural land, Sweden 1.9 AWU / 100 hectares, Denmark -2 AWU / 100 hectares and Finland -2.6 AWU / 100 hectares. The EU-12 countries have significantly higher indicators: Slovenia – 15.9 AWU / 100 hectares of agricultural land, Poland – 13.1 AWU / 100 hectares, Greece – 12.2 AWU / 100 hectares and Romania – 12.1 AWU / 100 hectares [10].

Polish agriculture is characterized by high fragmentation – the average amount of agricultural land per 1 farm in 2013 was 10.2 hectares. Slightly over half (53.5%) of the holdings in Poland use no more than 5 hectares of arable land [11]. Polish agriculture is dominated by private sector farms, including family farms which in 2013 accounted for 99.7% of all farms. Family farms have approx. 91% of the total arable land. Compared with the results of the Agricultural Census 2010 in 2013, the total number of farms decreased by approximately 80 thousand, i.e. by 5.3%. The structure of Polish farms, especially family farms, is very fragmented, however, comparing the years 2010 and 2013 we can observe a slow increase in the number of farms with an area of over 20 ha of arable land. Detailed information on the changes in the number of households in each group is presented in Table 2.

2. Number of agricultural holdings in the years 2010 and 2013

Years	Total	Agricultural land in holdings (in hectares)								
		≤1	1 – 2	2 – 3	3 – 5	5 – 10	10 – 15	15 – 20	20 – 50	≥50
Total number of holdings (in thousands)										
2010	1509,1	24,9	300,6	213,3	276,5	346,3	151,5	72,0	97,0	27,0
2013	1425,0	34,4	277,6	199,0	256,3	315,2	141,3	70,2	103,2	31,8
2010=100										
2013	94,7	138,2	92,3	93,3	92,7	91,0	93,3	97,5	106,4	117,7
Family farms with agricultural land size exceeding 1 hectare (in thousands).										
2010	1480,2	-	300,5	213,2	276,3	346,1	151,4	71,9	96,6	24,3
2013	1391,1	-	277,5	198,9	256,1	315,0	141,2	70,1	102,9	29,3
2010 = 100										
2013	94,0	-	92,3	93,3	92,7	91,0	93,3	97,5	106,5	120,7

Źródło: Rocznik Statystyczny Rolnictwa 2014, Wydawnictwo GUS, Warszawa 2014.

The greatest dynamics of decline was recorded in the area group of 5 – 10 hectares of agricultural land, where the number of farms decreased by 9.0%. In contrast, the number of the smallest and least numerous farms (up to 1 hectare of agricultural land) – rose by 38.2%, and the number of the biggest farms, with an area of 20 – 50 hectares and 50 hectares or more of arable land went up respectively by 6.4% and 17.7%. Compared to 2010, the number of farms with a farmland exceeding 1 hectare decreased by 6.0%.

The agricultural policy implemented after the political transformation and the Polish accession to the European Union has not contributed to the rapid improvement in the structure of Polish agriculture. The productivity of production factors, especially labour, is unsatisfactory. The symptom is the minimal flow of land from low productive farms or farms poorly using the land to farms which are more efficient in this respect. The agrarian structure of Polish agriculture remains flawed, especially when compared to the structure found in countries that are major competitors of Poland in the European market. The number of farms over 50 hectares is under 32 thousand which constitutes 2.2% of the total number of farms in Poland and they use a little over 30% of agricultural land.

A considerable number of people in Polish agricultural holdings work part-time. The data provided by the Agricultural Census 2010 show that Polish farms are generally so small that they provide employment for 681 thousand people for no more than 3 months, almost 300 thousand work for 3 – 6 months, over 177 thousand people have a job for 6 – 9 months, and 196 thousand people are employed for 9 – 12 months. Consequently, if the work put in by farmers is converted into full-time employment units (annual work units AWU), the results shows that family farms can provide full-time employment for 980 thousand out of the approximately 1.9 million workers employed now. And that means that there are 900 thousand unnecessary workers, without whom the agricultural production would not fall [12].

Opportunities and Barriers to Creating Non-Agricultural Jobs in Rural Areas.

One of the major problems of rural areas in Poland is insufficient access to jobs and sources of income. In Poland, similarly to the rest of Europe, villages composed only of family farms will cease to exist. In the French countryside, only 27% of the rural population works in agriculture, and the remaining 73% – in rural and urban factories, trade, construction, etc. Contemporary village as a residential area no longer retains its agricultural character. In Austria, around 25% of the working population living in rural areas works in agriculture while other inhabitants work outside agriculture. The situation is similar in other Western European countries. In the coming years, in Poland, a significant

reduction in the number of population employed in agriculture will be inevitable. Market mechanisms eliminate people who achieve very low income. Thus, there is a growing need to create rural programs aiming at creating new jobs for the rural population. These jobs should be created either in cities or in rural areas. The priority should be to develop non-agricultural rural economy providing jobs for rural residents as it is in other European countries. The future belongs to villages where 75% of households are maintained from non-agricultural income. In Europe, villages which consist only of farmers are disappearing. In such village it is impossible to maintain a school, a post office, an agency buying produce or service centres [13].

Supporting the creation of new jobs in rural areas will be one of the key priorities for the agricultural policy in the coming years. Although since the Polish accession to the EU the situation in this area has slowly been changing. The index defined by the number of business entities per the number of inhabitants in the productive age is a measure showing the non-agricultural economic activity of the population. This index value indicates a multifunctional development of the area, and particularly the development of private small businesses in the service sector. In recent years there has been a significant increase in the number of business entities operating in rural areas. While in 2004 in rural areas, there were 829 thousand businesses registered in the REGON [14] system, in 2013 this number increased by 30.4% and reached 1 081 thousand [15].

3. Business entities registered in REGON in thousands

Years	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Total	3576,8	3615,6	3636,0	3685,6	3757,1	3742,7	3909,8	3869,9	3975,3	4070,3
In rural areas (incl.)	829,3	843,1	864,7	892,5	928,5	935,3	997,0	1004,0	1041,9	1081,4

Source: Central Statistical Office (GUS) [16]

The Rural Development Programme for 2014 – 2020 for Poland provided support amounting to 13.5 billion EUR, including more than 1 billion EUR for activities directly supporting the development of entrepreneurship. In rural areas, it is micro-enterprises as well as companies which are a form of self-employment (without employees) who have the greatest opportunities for growth and employment absorption. Development of entrepreneurship in rural areas is, in many respects, a more difficult process than in urban areas. This is due to location factors, dispersion, small-scale operations, the shallowness of local markets, infrastructure development, educational level of rural residents and many others.

In order to identify the most important determinants of non-agricultural job creation empirical research was carried out involving representatives of various institutions and organizations which influence the functioning of rural areas in Poland. Unstructured interviews were conducted with 30 persons representing such institutions and organizations as: government institutions (Ministry of Agriculture and Rural Development), units of local government (municipal offices), research institutes (Institute of Rural and Agricultural Development) and NGOs (local action groups and local associations). The analysis of the interviews enabled identification of the most important determinants and barriers to creating non-agricultural jobs and new business areas which should be developed.

The most important determinants of creating new jobs in rural areas include:

1. Making a diagnosis of the potential of the region – the identification and use of the internal potential of the region (local products, competitive advantages and specialties of the region);

2. Advisory services available to entrepreneurs in the form of comprehensive assistance provided at the municipal level – the so-called “customer-friendly office”;

3. Close cooperation between labour market partners (local governments, employment agencies, agricultural advisory centres, financial institutions, business, local action groups, etc.);

4. Cooperation with local leaders to ensure continuity of operations and access to current information;

5. Developing infrastructure to provide conditions for business operations (improvement of spatial accessibility through the expansion of the road network, access to telecommunications like broadband Internet, etc.);

6. Promotion of the region (necessary in order to attract investors, encourage residents’ entrepreneurship and create regional brand image);

7. Organization of trainings in occupations needed by the labour market (creating opportunities to acquire education and professional qualifications ensuring employment outside agriculture);

8. Building new companies on the cooperation of smaller entities – a chance to expand business operations, reduce operating costs, increase market competitiveness;

9. Improving the competitiveness of small and medium-sized enterprises already in operation and creation of advisory services to support them.

The barriers to entrepreneurship development in rural areas include:

1. Administrative and legal barriers to business start-ups and business operations

2. Poor infrastructure in rural areas and a remote location;

3. High labour costs, (for example: the transition from Agricultural Social Insurance Fund (KRUS) to Social Insurance Institution (ZUS) [17] which means higher social contributions costs);

4. Low level of human and social capital (unwillingness to cooperate or associate – low social confidence and insufficient trust in public institutions).

5. Lack of cooperation between entrepreneurs and between business entities and public institutions;

6. Lack of support in expanding business operations and transition from the group of micro enterprises to small and medium enterprises.

The new areas for encouraging entrepreneurship according to the respondents included:

1. "Silver economy" – broadly defined services for seniors;

2. Childcare services – the creation of kindergartens and crèches;

3. Building on the already existing farm operations (production and sale of local products and services, including the development of agri-food processing of high-quality regional products);

4. "Green agriculture" – alternative energy sources, organic farming.

Multifunctionality of Polish rural areas and creating new jobs outside agriculture contribute to closing the gap in quality of life between the city and the country. The rural areas slowly cease to be the "worse world" and in many ways have become an attractive place to live. Despite the still existing disparities between rural and urban areas, the village is increasingly often selected as a place of residence. As much as 50% of rural youth and 13% of urban youth declare that they are willing live in the countryside [18].

Conclusions. The transformations taking place in the rural areas in Poland are integrally linked with the pace of economic development and the external support from the European Union funds. There is a clearly visible tendency that rural population, relying solely on agricultural production for their income, is decreasing. On the other hand, the non-agricultural economic activities in rural areas have been systematically developed for

several years. Similarly to the "old" European Union countries the process of diminishing the role of agricultural production function of the rural areas will continue to proceed. The Common Agricultural Policy, both in Poland and other EU countries focuses on searching for alternative sources of income by exploiting the potential provided by rural areas.

Creating new jobs in rural areas is mainly conditioned by the people's will to seek off-farm sources of income. Individual dispositions to undertake a particular business activity and access to external sources of financing also play a role here. Therefore, numerous measures aimed at encouraging entrepreneurship are taken under the rural development policy: to improve qualifications, facilitate access to the labour market and provide financial support.

The concept of sustainable development requires that entrepreneurship is developed with respect for natural resources. The more so, that in the case of rural areas they are of fundamental value. Economic activity based on natural assets seems to be the natural choice when it comes to non-agricultural activities. Therefore, the first idea that springs to mind is often rural tourism. However, it turns out, that the social needs are becoming more diverse. Thus, the new sources of income include non-agricultural activities like services for seniors or organized childcare. New opportunities can also be seen in the agri-food processing industry, especially in the area of high-quality products or "green agriculture".

However, there are many barriers to business development in rural areas. They include a potentially lower demand, infrastructure constraints, high labour costs and low level of human and social capital. On the other hand, the unique assets of rural areas and farms' internal resources open up opportunities which do not exist in cities. All in all, undeniably, the creation of non-agricultural jobs in rural areas is a must.

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Аннотация

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Создание несельскохозяйственных рабочих мест на селе в Польше

Одной из основных проблем сельских районов в Польше является недостаточная доступность к рабочим местам и источникам получения доходов. Целью статьи является показать условия, определяющие создание несельскохозяйственных рабочих мест. Для достижения этой цели, было проведено эмпирическое исследование с участием представителей различных учреждений и организаций, которые имеют влияние на функционирование сельских районов. Проведенные исследования были подтверждены анализом статистических данных, предоставленных Центральным статистическим бюро и Институтом экономики сельского хозяйства и продовольствия, а также сделан аналитический обзор литературных источников.

По сравнению с другими европейскими странами, Польша имеет одну из наибольших долей людей, работающих в сельском хозяйстве (16%). Однако, объем выполненных работ в сельском хозяйстве свидетельствует, что Польша отстает от других европейских стран. Среднее значение этого показателя в Европейском Союзе – 6 АWU/100 га сельскохозяйственных угодий, в то время как в Польше это 13,1 АWU/100 га. Создание новых рабочих мест в сельской местности, безусловно, будет одной из важнейших проблем для сельскохозяйственной политики в ближайшие годы. В статье исследуются важнейшие проблемы создания рабочих мест в сельской местности, способы преодоления препятствий для создания и развития предприятий, указываются новые направления развития бизнеса.

Ключевые слова: *предпринимательство, многофункциональное развитие сельских районов, трудовые ресурсы в сельском хозяйстве, несельскохозяйственные вакансии.*

Annotation

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Creating non-agricultural jobs in rural areas in Poland

One of the major problems of rural areas in Poland is insufficient access to jobs and sources of income. The aim of this article is to show what conditions determine the creation of non-agricultural jobs. To achieve this objective, an empirical research study has been conducted involving representatives of various institutions and organizations which have impact on the functioning of rural areas. Additionally, the study was underpinned by desk-based analysis of statistical data provided by the Central Statistical Office and the Institute of Agricultural and Food Economics as well as the literature review.

Compared to other European countries, Poland has one of the biggest proportions of people working in agriculture (16%). Also, the volume of work in agriculture measured in annual work units (AWU) per 100 hectares of agricultural land shows that Poland lags behind other European countries. The average value of this indicator in the European Union is 6 AWU per 100 hectares of agricultural land, while in Poland it is 13.1 AWU per 100 hectares. Supporting job creation in rural areas will certainly be one of the most important challenges for agricultural policy in the coming years. The article investigates the most important determinants of job creation in rural areas, looks at the barriers to the creation and development of enterprises and identifies new business areas that can be developed in rural areas.

Key words: *entrepreneurship, multifunctional development of rural areas, labour resources in agriculture, non-agricultural jobs.*

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ПРОБЛЕМИ КРЕДИТНОГО ЗАБЕЗПЕЧЕННЯ ДІЯЛЬНОСТІ АГРАРНИХ ПІДПРИЄМСТВ

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В статті досліджено проблеми кредитного забезпечення аграрних підприємств, розглянуто різні підходи до визначення. Наведено результати аналізу найбільш актуальних питань фінансового забезпечення економічного розвитку сільськогосподарських підприємств. Аргументовано основні напрями трансформації системи фінансово-кредитного забезпечення аграрного виробництва.

Ключові слова: *кредит, кредитне забезпечення, фінансування, сільськогосподарські підприємства, пільгове кредитування, фінансова діяльність, забезпечення, державна підтримка.*

Сільське господарство України є основною стратегічною галуззю економіки країни, стан якої залежить від обсягів та інтенсивності вкладених у її розвиток фінансових та матеріальних ресурсів.