



Poland

Country facts Poland	
Population	38 537 000
GDP per capita (2006, US Dollar)	14 641
Employees in Agricultural Machinery	approx. 19 000* in 2004
Trade union in the EU Agri-Tech Network	NSZZ Solidarność Metalworkers Secretariat
Proportion of employees in unions (general)	16%
Workplace representation	Trade union and works council
Main level of collective bargaining	company
Collective bargaining coverage	35%

Source: OECD, Eurostat, und ETUI-REHS (www.workers-participation.eu).

*Employee figures according to the European Commission, GD Enterprises

Sectoral data: Size and structure of agricultural engineering industry

After significant and substantial restructuring of the sector, the agricultural machinery sector in 2007 was made up of around 20 enterprises which are overwhelmingly small and mediums sized companies. Only two companies employed more than 500 employees.

In the context of the economic change in the 90s many small companies went bankrupt and disappeared from the market.

Main product groups and companies

The most important single companies of the agricultural machinery sector in Poland today are the CNH Polska production site in Plock, Southern Poland and the traditional Polish tractor producer Ursus in Warsaw. With around 1,400 employees, CNH Polska by far is the biggest single employer in the agricultural machinery sector today.

Ursus Sp. z o.o. produces tractors. In its current structure the company was established in the years 1998–2003 as a consequence of restructuring and cooperation of "Bumar" Ltd., URSUS SA and the URSUS Tractor Factory Ltd. At that time Bumar Ltd became the main shareholder of URSUS Company. In 2007, the Turkish Uzel Corporation N.V. bought 51% of Ursus. Both Uzel and Ursus are, or were, licensee's of AGCO's Massey Ferguson. Today, Ursus has producing and service centres in the cities: The main site in Warszawa and local units in Żyrardów, Gorzów Wlk., Chełmno, Nisko, Sulęcín, Włocławek, Lublin, Poznań. The company produces key parts used in the tractors construction and for the spare parts market; and rear axles, gearboxes, diesel engines, and hydraulic pumps. The company also provides repairing services for engines and driving units. In addition, it engages in the research activities of driving units, engines, cabins, attaching units, and other tractor components. Founded already in 1893 in Warsaw, Ursus became one of the biggest tractor producers in Central and Eastern Europe with a production output of 60,000 in the 1990s. Since then tractor production was falling continuously to 16,000 tractors in 1995 and approx. 1,500 in 2006.

The **CNH Polska** plant in Plock, whose history also goes back to the end of the 19th century, is the only in Poland and the biggest in Central Europe manufacturer of combine harvesters. The company operates within the CNH structures and manufacturing products under worldwide Case IH and New Holland brands. Key products of the Plock plant are combine harvesters in the New Holland TC range combines. Other



products of essential importance for CNH Polska are big and round balers manufactured under Case IH and New Holland brand. Additionally, Plock plant specializes in production of headers for all Case IH and New Holland combines manufactured in Europe and components and parts for other CNH plants. Over 90% of combines and balers manufactured in Plock are exported to markets on all continents.

Ursus Warsaw		<ul style="list-style-type: none"> • production of heavy tractors, • production of post licence tractors, • production of key parts used in the tractors construction, as well as for the spare parts market, • production of rear axles, gearboxes, hydraulic pumps for post licence tractors, • production of diesel engines for post licence tractors, • production of rear axles for heavy tractors, • repairing of engines and driving units
CNH Plock	1,400 employees	<ul style="list-style-type: none"> • combine harvesters of the New Holland brand • big and round balers under Case IH and New Holland brand • headers for all Case IH and New Holland combines manufactured in Europe and components and parts for other CNH plants

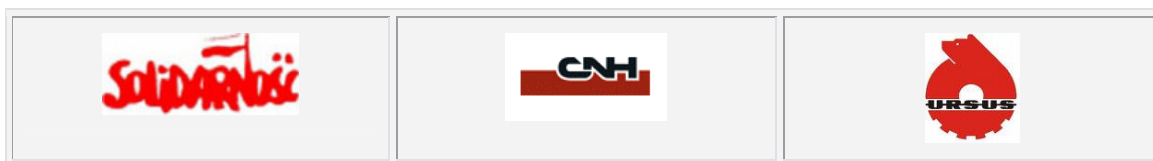
Trade Unions, labour conditions and labour relations

Trade union density in Poland is relatively low at 16% and membership is divided between two large confederations of more or less equal size, NSZZ Solidarnosc (2006: 634,000 members) and OPZZ (2006: 410,000-650,000 members), and one smaller one, FZZ. In total, approximately 1.5 to 2 million employees are represented in a trade union. The union structures are much decentralised, and many local union groupings do not belong to any of the main confederations or do only have weak cooperation-links.

Only a minority of employees in Poland are covered by collective bargaining, which almost entirely takes place at company or organisation level. Consequently, in companies with no active union or works council discussing the issue, wages and working conditions are set up unilaterally by employers.

Poland also has a so-called “Tripartite Commission”, bringing together unions, employers and the government. Discussions between these three groups produced important agreements in the first half of the 1990s. The Tripartite Commission has to be consulted on legislation concerning the labour market, state benefits and employment rights and plays an important role in setting the minimum wages. Since 2002, no remarkable accords were agreed upon.

Partners of the European Agri-Tech Network:



Additional materials and information:

- Information on workers’ participation and collective bargaining in Poland of ETUI-REHS:

