

NORMATIVE SETTLEMENT OF LABOUR RELATIONS IN AGRICULTURAL SECTOR IN BULGARIA

Natalia Stoyanova

University of agribusiness and rural development, Plovdiv, Bulgaria

Abstract: The management of human resources in the agro-enterprise simultaneously bears all the general characteristics of the management of this only active production factor, while taking into account the peculiarities of agro-business related to the specifics of The production, the labour in it and the forms of organization in which it is carried out. The different size of organizational separate agricultural enterprises require the study of the peculiarities of human resources, especially in cases where existing personal relationships, family relationships, traditions and other reasons that enhance the role of Subjective factor.

Keywords: normative settlement, human resources, agricultural sector, Bulgaria

Introduction

Human resource management in the agrarian business unit is no less important to the success of business than other management processes. The main labor supply issues are related to the labor market and management of the hired labor force¹.

The management of human resources in agribusiness simultaneously brings all the common characteristics of the management of this single active production factor while taking into account the specificities of agro-business related to the specificity of the production, the labor employed in it and the forms of organization in which is carried out. Organizational agglomerations of varying size require the study of human resource specificities, especially in cases where existing personal relationships, family relationships, traditions and other causes that enhance the role of the subjective factor².

Literature review

The provision of safe and healthy working conditions reflects in a very clear way the different interests to which it should affect and which should combine the management of human resources. Research and care to improve the working environment lead to:

- Increasing productivity;
- improving the use of working time by reducing absences due to illness;
- increasing the efficiency of workers as they are interested;
- reducing the risk of accidents at work, which are often accompanied by the death of workers;
- the medical expenses are reduced;
- reduce the cost of accident and sickness compensation;
- increasing the attractiveness of the organization as a "good" job, raising the image of the organization by offering attractive working conditions.

¹ Nedelcheva-Damyanova, N., Agromanagement: A Training Handbook, Rouse: "Angel Kanchev" University of Rouse, 2016, p. 44.

² Stoyanova, N., Agromanagement, Plovdiv: Academic Publishing House "Talent" at the Higher School of Agribusiness and Development of the Regions, 2017, p. 152.

Human capacity - its ability to perform a certain amount of work with a certain quality and within a certain time is one of the essential factors for the labor productivity of the organization. The high employability of employees on equal terms means more efficient use of all organizational resources.

Normative settlement of safety policy of health and safety in agricultural sector
Agricultural and safety policy in agricultural sector

The company's policy on safety and health at work is the commitment and commitment made by the management to achieve global and specific goals in this field. It must be specifically formulated and on this basis a mechanism for its implementation and management should be established. It is advisable to provide forms for monitoring and periodic reporting of performance, as well as to analyze the reasons for gaps and shortcomings in the work by applying effective protection measures and attaining the defined objectives: high quality of work and organization of work; high quality human resource management; high reliability of measures to ensure the health and life of workers.

The company's policy on safety and health at work is a management philosophy for one activity and includes the management's commitments on:

- Integration of the activity of ensuring safety and health in all activities of the company;
- Setting, announcing and achieving high safety and health goals at work in accordance with regulatory requirements and the prevention principle, combined with a process of further improvement, taking into account the cost-effectiveness;
- Providing adequate resources to meet policy objectives;
- Placing safety and health management at work as the primary responsibility of all top-down managers;
- Ensuring the necessary and sufficient promotion of policy to be understood, implemented and maintained at all levels, through visual materials, staff training, personal example;
- Establishing an effective workplace safety and health management system as an instrument for policy implementation;
- Ensuring active participation of workers;
- Periodic management review of the safety and health management policy and system for further improvement.
- When designing the company's policy on safety and health at work, the evaluation of each workplace is desirable, especially when designing, how to select priority actions and implementing measures based on risk prevention.

The prioritization of policy objectives is based on the assessment of the balance between regulatory requirements, the size of the risk and the resources available to the enterprise.

The policy objectives should aim at:

- development of company policy on safety and health at work, procedures and rules for continuous improvement of safety and health at work with a tendency towards sustainable reduction of labor accidents, occupational diseases, accidents, accidents, etc. ;
- monitoring the overall performance of the safety undertaking;
- checking the risk assessment, discussing / evaluating all necessary additional control measures and how this will affect the measures and procedures applied;
- reviewing incidents, including recommendations and remedial measures, to prevent new ones;
- increasing the culture for the prevention of occupational risks. Review and find new forms of health and safety training;
- reducing the losses and costs of accidents, accidents at work, occupational diseases, etc., labor-related diseases with temporary incapacity for work;
- ensuring the supply of raw materials and materials meeting the safety requirements;

- preserving workers' sustainable working capacity, preventing fatigue and stress at work, and increasing labor productivity;
- increasing the prestige of the profession and work, attractiveness and job satisfaction for the benefit of workers and society;
- compliance with the safety requirements of the manufactured product and assistance to increase the user's safety of the product;
- ensuring the safety of the persons visiting the enterprise;
- ensuring the population's safety in the area from possible harmful effects of production;
- ensuring the safety of neighboring companies from possible emergency situations.

The announcement of company policy, its familiarization and its acceptance by all staff is an important moment for effective management of safety and health at work. On this basis, the motivation of the personnel is achieved and the mechanisms for its implementation are elaborated. The announcement can be made by a company document "Declaration of the company policy on safety and health at work".

The occupational safety and health management system can be defined as a strategic document as it defines the place and role of health and safety policy at work among other policies in the enterprise. It is therefore developed by senior management and should be an integral part of the overall enterprise management system. If developed well, this is tantamount to a self-regulating management system that assures firm development spiral up. In this respect, the ILO guidelines and recommendations - each enterprise, regardless of its size and type of production activity, must establish its own safety and health management system.

The organizational structure of the Health and Safety Management System is based on the existing management system in the enterprise, complemented by some specific bodies as required by the Safety and Health Management System. It ensures the concrete involvement of the management and its responsibilities for the implementation of the safety and health policy. Therefore, the organizational structure of the Safety and Health Management System is an integral part of the overall organizational structure of the enterprise.

In order to ensure a more efficient management of the enterprise and the provision of the Safety and Health Management System, the organizational and management structure must meet the following basic requirements:

- Ensuring enterprise management and Safety and Health Management System as a system of interconnected activities;
- Inclusion of functionally related activities and processes in a single structural unit;
- Avoidance of duplication in the activity of the units and the information flows;
- Providing conditions for interaction between the different structural units for formation of common working groups under the Health and Safety Management System;
- Increasing the role and responsibility of the separate structural unit;
- Ensuring a high level of commitment of each manager, employee or employee in the management processes of the Health and Safety Management System OSHA;
- Teamwork and interchangeability;
- Identify and implement the responsibilities of each employee through motivation, evaluation, remuneration, etc.

As the employer has the greatest responsibility for safety and health at work, he also defines the company's labor safety policy and publicly supports all those who work to implement it. Together with the administrative management, it provides and employs competent employees at all levels to answer, advise and advise on all OSH issues. It provides for the risk assessment to be complete and of the required quality, the protection systems - in the right order, the emergency equipment - available and at the designated locations, etc. He organizes and controls the Annual Report on the implementation of the company's OSH policy. In order to realize the tasks and basic functions of the Health and Safety Management System ASUBUT, as well as to provide flexibility and adequate

response to external changes, it is possible to form additional temporary units (groups) of representatives of the permanent units. By their nature these groups have specific goals and objectives. They are particularly suited, for example, in the planning, implementation and exploitation of new technologies.

Analysis of working conditions

The analysis of the working conditions can be presented as a set of two relatively separate and at the same time related studies:

- surveys of the labor conditions indicators and their deviations from the norms – the data are established and reflected in the passport of the working conditions annually as of December 31 of the current year. The employer is responsible for the timely identification of the data characterizing the Health and Safety Management System.

- analysis of occupational accidents and occupational diseases in the organization - it reveals and demonstrates some negative impacts of the production environment on the health and working capacity of the people. All accidents at work that have occurred with employees and caused loss of ability to work for one or more days are subject to registration. The work accident shall be established by the head of the organization with an act within three days from the day of the accident and the occupational disease within three days of its finding by a medical-prophylactic establishment. The employer is obliged to ensure that measures are taken to eliminate the causes of the work accident within certain time limits. Any accident, serious and fatal labor accident must be immediately investigated by a labor inspector.

Factors influencing occupational accidents in the agrarian sector

The factors affecting labor accidents in the agrarian sector are related to:

- the quality of the organization – size, industry, type of production, etc .; industrial accidents are usually more accidents than, for example, in the financial sphere; in heavy industry, accidents are more and almost always more serious than light industries;

- Physical working environment – what directly surrounds the worker in the process of his / her work; hazardous conditions of the physical environment may be: unprotected, inappropriate or faulty machines; contaminated or wet floors; inappropriate flooring; defective tools or equipment; poor ventilation; inappropriate work clothing; high level but noise; vibrations generated by technology and technology, etc.;

- Personal actions – a factor in "occurrence" of accidents. Statistics show that about 80% of accidents are the result of negligence. Non-prudent actions include taking unnecessary risks, hurrying, not wearing protective equipment, using inappropriate tools and equipment, etc. The most common reasons for this are fatigue, boredom, stress, poor visibility, fainting, asphyxia, as well as striving for higher results by breaking the technological discipline.

In determining the damages that cause an accident, the following possible costs are considered:

- paid benefits;
- damage repair costs on machines, materials, tools and buildings;
- wage earners for workers who have not suffered an accident but have been unable to work due to the incident;
- costs of investigating and inspecting the accident;
- the cost of providing an alternate to the accident;
- first aid costs;
- overtime payments related to the accident;
- losses from reduced total labor productivity, etc.

Work on occupational diseases in the agrarian sector

Factors influencing occupational morbidity are: production microclimate, noise, vibrations, radiation, radio frequency electromagnetic waves, lighting, dust, toxic substances, etc., as well as the factors of the labor process as a work and rest regime, work organization, , voltage and more. The conditions at work can be:

- Comfortable – Provide performance dynamics and maintain worker health with good self-esteem;
- Relatively discomfort – for a certain period of time they provide the necessary working capacity, preserve the health of the worker but cause unpleasant subjective sensations and functional changes that do not exceed the established norms;
- extreme – lead to a decrease in working capacity, cause functional changes exceeding the limits, but do not lead to pathological changes in the body;
- Over-excrem – lead to pathological changes in the body.

Organizations are legally obliged to measure the level of work environment factors that could cause some illness. Compliance with sanitary and hygienic norms is not the only way the organization can cope with occupational illnesses. It should be involved at the standard-setting stage, assisting the legislator with substantial information on existing and potentially possible risks.

Programs to ensure safe and healthy working conditions in the agrarian sector

The programs for the Health and Safety Management System of the Health and Safety and Health at Work are the main management tool, which provides the opportunity to meet the legal requirements in this field and to achieve a number of socio-economic results, to which employers and workers aspire. The program reflects the organization's leadership policy in this respect and covers all the OSH provisioning activities over a given period.

Safety programs aimed at limiting occupational accidents

They emphasize safety precautions to ensure job security. The main points in such a program are:

- Detailed investigation and recording of all previous accidents, analysis of the reasons for their occurrence, development of measures to eliminate the causes leading to accidents;
- Continuous updating of safety measures;
- Recruitment of new workers to remove apparently inappropriate work at an early stage of selection;
- Mandatory inclusion of safety issues in staff training and qualification programs;
- Providing protective clothing and devices that do not interfere with the work process and do not harm aesthetic feelings of people;
- An assessment of the remuneration system - whether it does not encourage risk taking;
- Organizing propaganda campaigns, using visuals;
- Ensuring the possibility of prompt and adequate first aid and appropriate comprehensive medical care.

Conclusions on the topic

– Ensuring safe and healthy working conditions is one of the main priorities of the government in the field of social policy. The work on creating healthy and safe working conditions is the more effective the better the legislative and regulatory requirements in this area , cooperation between the government and representative organizations of employers and workers and economic forms of impact on employers.

– Creating the necessary conditions to protect the life and health of human resources is one of the most important tasks of each organization in implementing the constitutional right of workers

to health and safety at work. The concept of safe and healthy working conditions is linked with the creation of material conditions / buildings, machinery, equipment, etc. /, which prevent and eliminate the harmful impact of the working environment when working.

– Employers' statutory obligation to ensure safe and healthy working conditions for employees requires them to develop relevant policy and strategy, conduct research and observations, develop programs and events, provide financial resources, design, build and operate the material elements of the work process, training, qualification and instruction of the workers. Employers of all types of organizations, ie. irrespective of the form of ownership, are obliged to take measures to prevent and reduce accidents at work and occupational diseases by developing the relevant programs and measures, their financial support and creating the necessary organization and control for their realization. For effective management of the activities, it is necessary to take account of accidents at work, to make observations, analyzes and diagnoses.

References

1. Becker, Gari, Human Capital, New York, Columbia Univesity Pres, 2016.
2. Cristopher M., 2017, The Customer Service Planner. Martin Cristopher. - Butterworth-Heinemann, 134 p. ISBN 0-75061-710-1.
3. Hill, Arthur V., 2014. Field Service Management: An Integrated Approach to Increasing Customer Satisfaction. Arthur V. Hill. - Homewood, Ill.: Business One Irwin, 196 p., ISBN 1-55623-547-X.
4. Koprivlenski, V., V. Dirimanova, Agricultural Management, Plovdiv: Academic Publishing House of Agricultural University, 2010.
5. Nedelcheva-Damyanova, N., Agromanagement: a schoolbook, Rouse: Angel Kanchev University of Rouse, 2016.
6. Stoyanova, N. 2014. General model of production' process in the auto enterprises. Fourth International Scientific Conference Climate Change, Economic Development, Environment and People Conference (CCEDEP): Regional Development of Central and Eastern European Countries, Plovdiv, Bulgaria.
7. Stoyanova, N. 2014. Structural modeling in the marketing assessment of consumer satisfaction. Science and Technology for Sustainable Maritime Development.
8. Stoyanova, N. 2015. Agricultural markets globally. Scientific-Practical Conference with International Participation "Innovations in the Economy" New Bulgarian University, Sofia, October 3, 2015.
9. Stoyanova, N., Agromanagement, Plovdiv: Talent Academic Publishing House of Agribusiness and Regional Development, 2017.