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THE PROBLEMS OF PROVIDING AGRICULTURE OF THE RA WITH THE STAFF
OF AGRICULTURAL SPECIALTIES AND THE WAYS OF THEIR SOLUTION

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Due to the lack of specialists directly in the field, the agriculture of Armenia losses one third of gross production. The article substantiates the necessity of such personnel and gives the basic ways of their content, sources of funding salaries, the basic principles for a share of each source and the particular dimensions of the share of the conditions of production, location, etc. The main sources of funding for the salary are the state and a private sector of farming, to which agricultural specialists will provide services.

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Setting of the problem. The RA Government states in its Programme “Emphasizing the importance of using advanced methods and technologies in agriculture, the Government will pay great attention to the problem of training corresponding qualified staff” (Prime-minister’s S.Sarkisyan’s speech at the National Assembly of the RA 26.06.07).

According to the SRI of Agricultural Economic of the RA the agricultural output of the Republic lose annually one third of valuably agricultural production during post reform period because of lack of specialty consulting on implementing advantages of agrarian science and world-wide advanced experience, untimely fulfillment or not carrying out the work on plant control and veterinarian measures, using old, non-productive and unfit techniques and means of transport. It is significant, that only over the application of the defective combines, the losses of grain in the field is more than the whole harvest of the grain, getting in the Kotayk Region of the RA.

The analysis of the investigations. Instead of 15,3 specialists, providing service, for 800 agricultural enterprises, during prereforming period (7407 has a higher education, 7920 has a secondary professional education), in the present time – 339,2 economy and the other kinds of farms provide service for small number of specialists of agriculture, which one involve in the staff of the Agriculture ministry and in its region structures, also they are involve in the Republic Centre of assistance agriculture and its Regional structures and also in several big agricultural equipments. Their number does not exceed more than 870 man.

In the beginning of the post reform time in Armenia many hundreds of the specialists “Agrogitaspur” provide countries and farms. However, gradually, equally with the reduction of Foreign Financial Support, (now this assistance almost doesn’t exists), this organization doesn’t work.

Only veterinary measure is reconstructed in the Republic, however in all farm populated stations and in small towns where people are busy with the farm work, there is a strong necessity of daily special consultation and it is unimpossible to realize through the specialists of the just listed organizations.

In the presence of wishing and the operative organization of works the specialists of the regional services, particularly farm administrations can attend and provide special consultation in 1-3 populated centers, i.e. the same farm they can attend in 1-1,5 month, because of the many serving farms. As a result, because of out-of-date consultation, the farm can lose everything, what he had made during a year. When there are local governing bodies with their departments and groups of farming specialists, this team of specialists can act as mediator and inform these departments and groups the instructions the ministry and other governing bodies as well as advantages of Agrarian Science and world-wide advanced experience in with the further transfer for using them by specialists of self-governing bodies.

The aim and problems of investigations. It is not advantage for the farm or the group of the farms to maintain the specialists of agriculture. It is too difficult for the state to maintain the Great army with the specialists for the agrarian sphere. The problem therefore become more pressing and topical as more than 1,0-1,1 thus. Specialists graduate the National Agrarian University of Armenia annually, annually, and face great difficulties in finding jobs in the sphere of agriculture, while the production needs them badly. It is important to find the best variant for their employment of meager state budget. The problem can be solved by creating a structure of local government or with their departments with the specialists of the agriculture in each populated station, conducting agriculture. The main task of these specialists will be daily specialized assistance to the farms.

The results of the investigations. Making up these departments and groups will be possibility:

- Once and fore to solve the problem of specialized consultation and assistance in the conditions of today's market economy.
- For graduates the specialists of Agrarain institutes and other agrarian educational institutes make up a real possibility for working by specialty to increase the level of qualification of the personnel.
- To help the local authorities properly to resolve the points of the present and future development of agriculture, it is not possible with executive powers.
- To make more real and effective assistance of agricultural agencies to the rural population and agriculture.
- To reduce (mitigate) the migration of the farm, significantly increase the value production of the farm.
- Really, help in the employment of highly qualified specialists, graduated in the Agraraian University and reserving for them on the farm in the agricultural intensification of production.
- To increase in one-third the value production of the farm and till 1925 present increase a real occupation in the industry.
- To minimize the uncultivated and untilled area of the agricultural land.

- To solve the problem of the realization of agricultural products.
- To provide the real growth in productivity of agricultural labor by the way of specialization, concentration of production and the increasing of the level of mechanized work in the industry.

Today, the number of specialists, serving the agriculture in 16-17 times less than level need of pre-reform period, while the production of specialized serving of the sphere is remaining to stay the main demanding of the day. On the other hand, the Armenian National Agrarian University graduate more specialists by different specialties (36) than the previous Armenian Agricultural Institute and the Veterinary Institute of Yerevan together.

Very strongly reduced the number of research institutes in the agrarian sphere, which are now the part of the Armenian National Agrarian University, their subjects, the number of employees and the financing. All these can't stay without consequences and can't influence on the quality and quantity activities of the agriculture in the Republic. There is only one way. The farm must be supplied with the professional staff, carrying out the efficient and effective actions.

It is necessary to form the groups with specialists (departments), mainly based on the specialization of the economy and manufacturing sizes of each sphere, involving the following specialists, zootechnics, veterinaries, engineers, mechanics, economists, accountants, and also in the presence of the large number of irrigated lands must be taken water-engineers. For small areas this mission take on water-user companies. Since 2009, in the sphere of taxation, due to the involvement of the farms and other subjects of the farms, the role of the accountants and economists in the correct accounting, income and expenses, and also the taxes in agriculture.

The basic of determining the payment of the accountants and the economists payment can take the size of the produced value production of the farm in the given settlement and farms.

For the determining the payment for engineers-mechanics can take the quantity of farm trucks, tractors, self-propelled chassis, their total power, the presence of the equipment, repair shop and damage control.

The necessity for agronom's staff and the size of the payment is depends on the sowing area, garden's size, vineyard's size as well as the size of intensively using lands of the farm, in fixed units (ha). The staff for zootechnics and veterinaries can be established from the presence of the number of livestock and domestic birds in fixed units (cattle).

In small settlements, where the farm's size doesn't allow to emphasize the individual staff of the given specialty, it is possible to have one specialist for 2-3 farms, setting the size of the payment of these farms together.

It is very important the determination of the very and the payment size for the specialist of the economy of the given settlement. As the main part of the work falls on the farm, the appreciable part of the payment account on their share. Taking into consideration unequal climatic and economical conditions of the farms in agriculture, it is expediently the territory of the Republic separate into 3 parts:

Ararat Valley plain, Foothills zone and Hilly, also bordering and distending farms are in a awfully soil and climatic conditions.

Taking into consideration more favorable conditions for the Ararat Valley conditions, the correlation state's part and farm user's payment can be established 40:60, in the foothills areas 50:50, in the last group 70:30, in the most hard conditions-entirely by the state's side. This is caused, that in the individual cases it is necessary to cultivate the farm, what has low economical mark, while in the Republic doesn't cultivate 35% of arable land. In other case, this is due to prevent the migration from bordering settlements and strengthening the rural population in such places.

Overall results. State's participation in the formation of the farms specialists' payment will be guaranteed through the allocation of funds from the budgets local government. The most simple calculations show that even in 950 settlement, in the presence of 4-5 specialist in each settlement, the average monthly payment is 100 thousand dram, the average annual payment will be about 5-5,2 billion dram, from which the share of the state is about 2,6-2,7 billion drams (about 6,5-7 millions) with this payment and allocation of the land, will be creating the real conditions for the normal work of the highly qualified specialists of agriculture providing the economy with high specialized service, improve efficiency and the effectiveness of production and the guarantee of the maximal production supping and safety in the country.

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