SUSTAINABILITY IN AGRICULTURAL WORK - OUR SHARED RESPONSIBILITY

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Abstract

The article explores the key role sustainability plays in the agricultural sector and its impact on local communities. With climate change and economic challenges on the rise, it is vital to focus on sustainable agricultural practices to ensure food security and well-functioning ecosystems. Throughout the article we highlight global and local initiatives that encourage sustainable agriculture, as well as the benefits to the environment and society, highlighting our shared responsibility to future generations, highlighting collaboration between farmers, communities, governments and international organizations. For the representativeness of what will be presented we use the creative platform Canva, the basic statistical information comes from the National Institute of Statistics (NIS) and FAOSTAT, the descriptive analysis is performed using the advanced tools offered by Microsoft Excel 365 and in addition to standard reference sources, we have also consulted recognized specialized websites, thus strengthening our perspective and providing readers with up-to-date and verified information. The purpose of this review is to examine the depth and breadth of the implications of sustainability in the context of agricultural work, highlighting the complex interconnections between agricultural practices, the environment and society. In conclusion, this article highlights the need for a collective and integrated approach to achieving sustainability goals in agriculture and building a more resilient and balanced future.

Key words: adaptability, agricultural education, shared responsibility, collaboration, certification, climate change

INTRODUCTION

Agriculture, as a key link in the global food chain, faces major challenges in the context of climate change and ever-increasing food demand. In this dynamic landscape, the concept of sustainability is becoming increasingly evident, representing not only a goal but also a shared responsibility for all those involved in agricultural work.

Agriculture is an important economic sector contributing to GDP [1]. The labor force in agriculture is the premise on which we can base any further development and performance in the Romanian rural area as a whole [8]. Labor force is the most important factor contributing to the development of the economy. In the transition economies like the one of Romania, labor market is deeply influenced by privatization and restructuring [11]. In Romania's economy, agriculture one of the most important sectors as it plays a unique role to provide food for nourishing the population, raw materials for industry and forages for animal rearing [10].

Agriculture is a complex field of activity where farmers are focused every year on what kind of crops to cultivate on their land and what surface to allot to each plant. The decisions are always linked to economic efficiency of each cultivate hectare, more exactly on net returns level [7]. The role of agriculture is carried out by farms and farmers called to transform the inputs into high value products and goods for keeping life and satisfying much better humans' needs [10].

The aim of this analysis is to examine the depth and breadth of the medium and long-term implications of sustainability in the context of agricultural work, highlighting the complex interconnections between agricultural practices, the environment and society. We aim to highlight the role that each actor - farmers, local communities,

governments and international organizations - plays in promoting sustainable agricultural practices and addressing contemporary challenges.

The performance in agricultural output and gross value added produced in this sector is deeply conditioned by geographical position of the agricultural land, soil quality and structure, climate conditions, technical endowment, production systems, applied technologies, farming practices, farm inputs, labor force in terms of number of working persons, training level, age and productivity [12]. As climate change becomes more evident and natural resources dwindle, significant pressure is being put on the agricultural sector. In this light, it is crucial to ask how we can make agriculture more sustainable and resilient in the face of these challenges. Our shared responsibility is to recognize this need and take collective action to transform the way we work the land.

Rural space plays an important role in preserving the landscapes which are a treasure of the splendours of nature [2].

Sustainable soil management is a major challenge, as intensive farming can lead to soil degradation and reduced fertility. Soil conservation and the adoption of sustainable agricultural practices are becoming increasingly important [6].

By exploring existing initiatives, emerging technologies and future prospects that contribute to building a sustainable agricultural future, we aim to highlight the importance of collaboration and shared commitment in the face of the complex challenges of sustainability in agricultural work. Employment in agriculture is an important component of sustainable rural development policy. There is a need to make good use of the agricultural potential that Romania has and to stabilize the rural population by ensuring incomes that ensure an adequate quality of life [14].

The sustainability started as a aspiration, but was never initiated with the necessary attention and rigour. With sustainable agriculture now central, the need for measurement is the result of a complete rethinking and reframing of the industry's mindset to recognise that our actions have direct consequences [13].

The data were processed and converted into tables, graphs and then interpreted and analyzed.

MATERIALS AND METHODS

To highlight the purpose of the analysis and the clarity of the conclusions, we have chosen to use the following:

1). We chose Canva's creative platform to create visually impressive infographics, bringing complex data to life and making key concepts easy to understand.

2). The underlying statistical information comes from the National Institute of Statistics (NIS), providing a solid basis for our analysis of changes in the agricultural sector in recent years, code used: AGR210A - Agricultural labour force volume, reference years 2019-2023.

3). We used the FAOSTAT database to gain global insights, highlighting global trends and challenges in agricultural sustainability (domain code = OAS).

4). Descriptive analysis was performed using the advanced tools provided by Microsoft Excel 365, allowing us to highlight key trends and distributions in the collected data.

5). In addition to standard reference sources, we have also consulted recognized specialist websites, thus strengthening our perspective and providing readers with up-to-date and verified information.

These elements highlight not only the tools and sources used, but also how they contribute to this article on sustainability in agricultural work.

RESULTS AND DISCUSSIONS

In order to provide an engaging and informative visual presentation of the key issues related to sustainability in agricultural work, we have chosen to use the creative platform Canva, through which, we will create a graphic image that highlights the key connections between sustainable agricultural practices, the environment and communities. Using eye-catching visuals, we will clearly

convey our message and capture readers' attention, making it easier to understand the complexity of this crucial topic.

This approach not only enriches the reader's experience but reinforces and underlines our commitment to effective and impactful communication of the proposed theme.

Fig. 1. Image created using the AI platform - CANVA.
Source: https://www.canva.com [3].

Using the Canva platform to create the image associated with the theme brings several advantages, contributing to the appealing look of the article. Here are a few reasons:

Impactful visualization - Canva offers a wide range of tools and graphic templates, allowing you to create an eye-catching and easy-to-understand image. Visually appealing layouts grab readers' attention and make complex concepts easier to understand.

Accessibility - the platform is easy to use and does not require advanced graphic design skills. This makes the creation process accessible to anyone, including those with no experience in the field.

Customization - Canva offers the ability to customize creations based on the tone and visual identity of the article. This allows you to align the image with the overall message and purpose of the materials presented.

Efficiency - Canva provides an efficient workflow, allowing you to create images quickly and easily. This is essential in the context of a project that also involves other research and writing stages.

Easy sharing - Images created in Canva can be easily shared and integrated into various online environments, including articles, presentations and social media. This maximises the visual impact and distribution of your content. Thus, we can say that by using the Canva platform we offer an efficient and accessible way to enrich the visual experience of the readers, thus enhancing the attractiveness and overall impact of the article on sustainability in agricultural work.

By analyzing the statistical data provided by the National Institute of Statistics (NIS), focusing on the category AGR210A - Volume of labour force in agriculture, we have created a deep insight into the evolution of the number of people involved in the agricultural sector over a certain period of time.

According to data extracted from the NIS database, we observe significant trends and changes in the volume of labour in agriculture. This information will help us to understand the demographic dynamics and the impact on the sustainability of agricultural work in the context of current changes in society and the economy [4]. Using this data, we will highlight key issues related to the changing numbers of workers in this vital sector to illustrate and reinforce our arguments on the sustainability of the agricultural workforce. It clearly shows the direction in which you will use specific data from the NSI database to support our arguments on the agricultural sector in the context of the sustainability of the workforce.

Table 1. The labour force in Romania's agriculture (1,000 annual work units -AWU)

List of workforce variables	2019	2020	2021	2022	2023
Overall	1,402	1,329	1,055	1,026	1,047
	-	*-5.21%*	*-20.62%*	*-2.75%*	*2.05%*
Unemployed	1,243	1,174	879	856	849
	-	*-5.55%*	*-25.13%*	*-2.62%*	*-0.82%*
Employees	159	155	176	170	198
	-	*-2.52%*	*13.55%*	*-3.41%*	*16.47%*

Source: NIS, http://statistici.insse.ro [9].
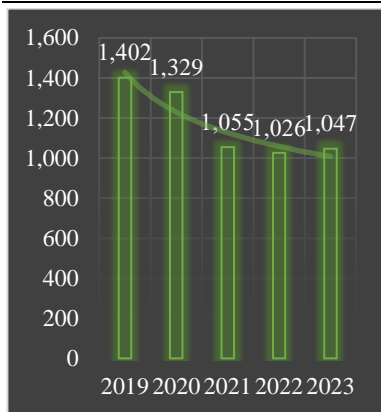
Fig. 1. Total number (employed and non-employed)
Source: Own design based on the data from NIS, http://statistici.insse.ro [9].
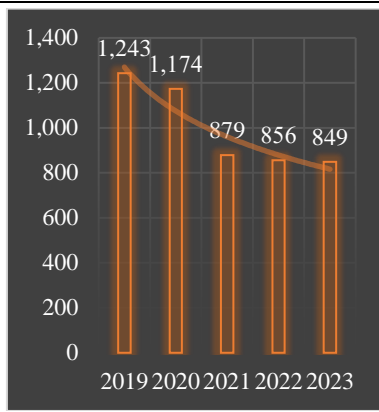
Fig. 2. Persons without employment contracts
Source: Own design based on the data from NIS, http://statistici.insse.ro [9].

Fig. 3. Persons having employment contracts
Source: Own design based on the data from NIS, http://statistici.insse.ro [9].

Under each category analyzed, we have highlighted how the agricultural labour force has increased and decreased (year 2019 versus year 2020, and so on).

This is shown in Table 1 and also in the Figures 1, 2 and 3.

Significant decrease in total workforce between 2019 and 2021 - in just two years, from 1,402 to 1,055 thousand annual work units (AWU), we see a significant reduction in the total number of agricultural workers. This trend may signal structural changes or other influences in the agricultural sector over this period.

Trend of increasing employees - instead, we see a steady increase in the number of employees, from 159 to 198 thousand AUM employees between 2019 and 2023. Such a trend may reflect changes in employment patterns and may suggest an increase in working conditions.

Resilience of the workforce in the context of the pandemic (2020) - while 2020 was marked by considerable uncertainty and change in the economy, we observe that the total labour force decreased marginally and the number of unpaid workers remained relatively stable. That indicates some resilience in the face of pandemic challenges.

Perspectives for 2023 - workforce recovery - with a slight increase in the total number of workers in agriculture in 2023 from the previous year, the outlook is for a recovery in the agricultural workforce. Such a positive development could reflect the adaptability and capacity of agriculture to regain its balance following previous changes.

These comments are intended to highlight significant aspects of the data, giving readers a deeper and more engaging understanding of the evolution of the agricultural labour force over the period [4].

In Table 2 below, it is presented the descriptive statistics for the whole labour force in the period 2019-2023 based on the empirical data processed by the facilities of Microsoft Excel 365.

Table 2. Table based on labour force data (total, reference years 2019-2023) using the Data - Descriptive statistics function in regular Microsoft Excel 365

Mean	1,171.8
Standard Error	80.0558555
Median	1,055
Mode	#N/A
Standard Deviation	179.0103349
Sample Variance	32,044.7
Kurtosis	-2.766327121
Skewness	0.686190927
Range	376
Minimum	1,026
Maximum	1,402
Sum	5,859
Count	5
Confidence Level (95.0%)	222.2706881

Source: Own design based on the data from NIS, http://statistici.insse.ro and used the command from Excel [9].

Average agricultural workforce - with an average of 1,171.8 between 2019 and 2023, we see a central value indicating the overall

level of the workforce in this timeframe. This is a useful benchmark for assessing overall trends in this crucial sector.

Centrality of the data - the median, with a value of 1,055, represents the midpoint of the data. The fact that the mean and median are relatively close suggests that the distribution of the data is relatively symmetrical, with a significant concentration around these values.

Standard deviation and variability - a standard deviation of 179.01 and a variance of 32,044.7 reflect some variability in the data. This indicates that the total workforce fluctuated significantly over the range analysed, highlighting possible influences and changes.

The shape of the distribution - negative kurtosis (-2.77) suggests that the distribution of the data is flatter than a normal distribution. This may indicate the presence of periods of increasing or decreasing labour force, depending on the year.

Data skewness - positive skewness (0.69) indicates a slight skewness to the right in the data distribution. This suggests that there are several larger values influencing the data environment in this direction.

Range and extremes of the data - with a range of 376, from 1,026 to 1,402, we see significant variation between the years analysed. The extended range reflects significant changes in the total number of agricultural labour force.

Stability of trends - the data are relatively consistent in terms of count (5), and the 95% confidence interval (222.27) indicates that the estimated mean is stable and that the observed trends are more likely representative of the total population.

These values and related comments help to understand the distribution and trends of the agricultural labour force data in more detail, adding interesting and attractive context to the descriptive analysis.

The data presented in Table 3 regard the employment in agriculture, forestry and fishing worldwide, emphasizing the situation in different countries as explained below.

Table 3. Employment in agriculture, forestry and fishing by age, worldwide (15+)
Unit = 1,000 No, Flag description = figure from international organizations, Domain code = OEA

Place	Area	Year	Value
1	China, mainland	2018	195,150.00
2	India	2020	168,579.49
3	Indonesia	2022	39,595.59
4	Nigeria	2019	25,283.99
5	Ethiopia	2021	23,510.63
6	Pakistan	2021	22,871.85
7	Viet Nam	2018	20,465.12
8	United Republic of Tanzania	2020	16,376.90
9	Thailand	2018	12,168.29
10	Myanmar	2018	11,198.52
Another place	Romania	2018	1,938.11

Source: Labour force survey, https://www.fao.org/faostat [5].

Mainland China: global dominator in agricultural employment - with an impressive 195,150 in 2018, Mainland China, arguably occupies the top position in the global ranking of countries with the largest agricultural workforce. This enormous figure underlines the immensity and complexity of China's agricultural sector.

Indonesia: notable growth in agricultural employment - registering a value of 39,595.59 in the year 2022, Indonesia shows a notable growth in agricultural employment. This development may reflect rural development strategies and the focus on agriculture within the Indonesian economy.

Nigeria: key role in African agriculture - with a value of 25,283.99 in 2019, Nigeria ranks 4th in the global agricultural labor force. This underlines the critical role Nigeria plays in providing agricultural resources continent-wide, contributing to food security in Africa.

Ethiopia: sustainable growth in agricultural employment - Ethiopia, with a value of 23,510.63 in 2021, shows a significant growth in agricultural employment. This may reflect sustained efforts for rural development and economic growth in the country.

Pakistan: significant contribution to Asian agriculture - with a value of 22,871.85 in 2021, Pakistan ranks sixth overall. This suggests a significant contribution to the Asian agricultural workforce, strengthening its position in agriculture.

Vietnam: outstanding performance in agriculture - with a value of 20,465.12 in 2018, Vietnam ranks seventh, showing outstanding performance in the agricultural sector. This reflects the adaptability and efficiency of Vietnamese agricultural workers in the face of challenges.

United Republic of Tanzania: Steady African contribution - with a value of 16,376.9 in 2020, Tanzania contributes steadily to the agricultural labour force at continental level. This underlines the stability and relevance of agriculture within the Tanzanian economy.
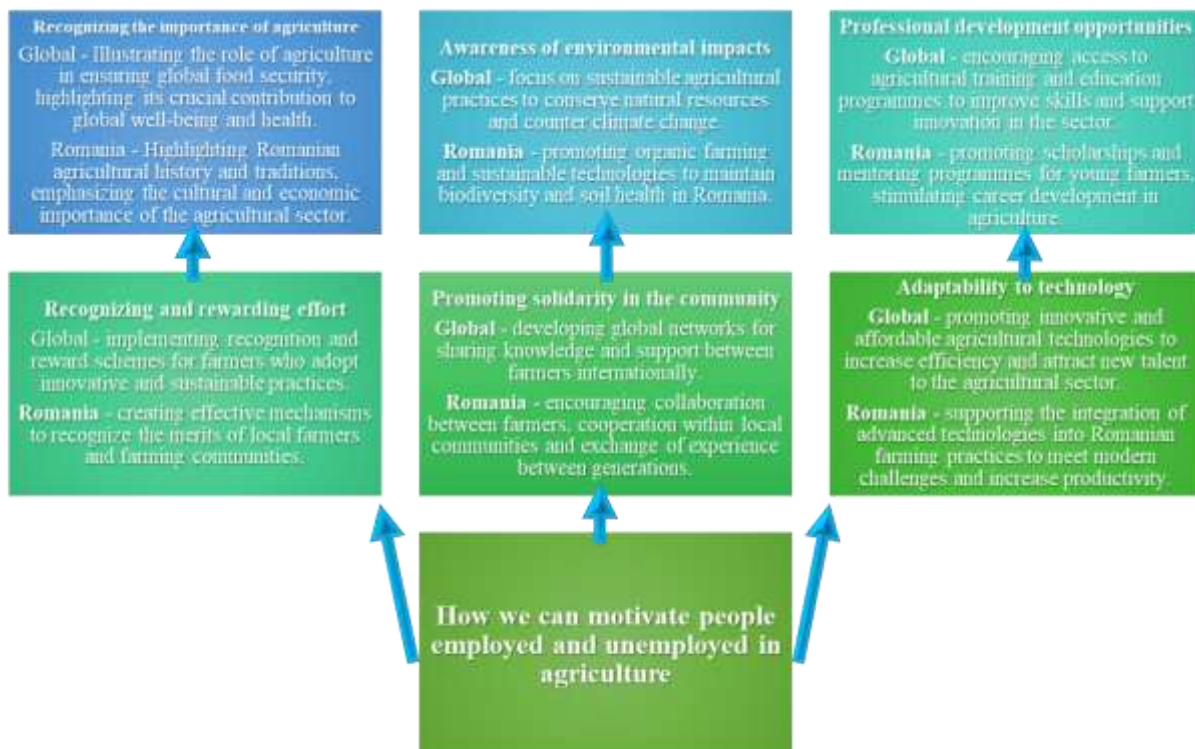

Fig. 4. Mental map for motivating employed and unemployed people in agriculture, globally and in Romania
Source: authors.

Thailand: major factor in Asian agriculture - with a value of 12,168.29 in 2018, Thailand ranks ninth in the global ranking, consolidating its status as a major factor in Asian agriculture. This shows the importance of the agricultural sector in the Thai economy.

Romania: contributing to the European agricultural workforce - with a value of 1,938.11 in 2018, Romania completed the overall top, showing a significant contribution to the European agricultural workforce. This highlights the relevance of Romanian agriculture in the European economic and social framework.

These comments add context and perspective to the FAOSTAT data, giving readers a deeper understanding of each country's position in the global agricultural labour force.

This mental map shown in Figure 4 is beneficial for several reasons:

Holistic approach - covers a wide range of issues, from global recognition of the importance of local agriculture in Romania, integrating elements such as professional development, sustainability, community and technology.

Global and local context - combines global issues with Romanian-specific concerns, ensuring local relevance and applicability, but

also connecting to the global context of agriculture.

Enhancing sustainability - the mind map highlights the importance of sustainability of farming practices and environmentally friendly technology, underlining the need to protect the environment and ensure the long-term viability of agriculture.

Encourages professional development - attributes such as training and education opportunities, promotion of young farmers and recognition of effort encourage professional development and the attractiveness of farming as a career.

Encourages solidarity and collaboration - the mind map emphasizes community solidarity and collaboration between farmers, facilitating the exchange of knowledge and experience between farmers.

Reward and recognition - emphasizes the importance of rewarding and recognizing the effort put into farming, thus motivating people to devote their time and resources to this field.

Adaptability to technology - encourages the adoption of technology in agriculture, highlighting the benefits and need for adaptability to new trends and innovations in the field.

Combating stereotypes - promotes the image of the modern farmer and combats stereotypes about the profession, thus helping to change society's perception of agriculture.

Overall, this mind map provides a comprehensive and motivating vision of how conditions and prospects in agriculture can be improved, both globally and in the specific Romanian context.

There are many global and local initiatives that encourage sustainable agriculture and promote environmental and social benefits. These initiatives reflect a shared responsibility towards future generations and underline the importance of collaboration between farmers, communities, governments and international organizations. Here are some relevant examples:

Global initiatives for sustainable agriculture

Sustainable Agriculture Initiative Platform (SAI Platform):

Aim - to promote sustainable agricultural practices globally [13]

Actions - developing standards and guidelines, facilitating the exchange of best practice between members.

Global G.A.P.:

Aim - certification of sustainable agricultural production standards.

Actions - implementing and promoting global standards for safe and sustainable agricultural practices.

Local initiatives for sustainable agriculture in Romania (Sustainable Food Program):

Aim - improving sustainability in the global food supply chain.

Actions - collaboration between companies, farmers and organizations to promote responsible practices.

Initiative for Sustainable Landscapes (ISLA):

Aim - to strengthen global efforts for sustainable management of agricultural landscapes.

Actions - developing partnerships to promote farming practices that balance economic and environmental needs.

Local initiatives for sustainable agriculture in Romania

Romanian Organic Farmers Association (AAER):

Aim - to promote organic and sustainable agriculture in Romania.

Actions - supporting farmers in the transition to organic farming practices, promoting organic products.

Eco Ruralis' "Aware Farmer" project:

Purpose - educating farmers and communities about sustainable agricultural practices.

Actions - training workshops, promotion of traditional and organic farming.

National Rural Development Program (PNDR):

Aim - to support investment in sustainable agriculture and rural development.

Actions - funding projects promoting sustainable agricultural practices, biodiversity conservation.

The benefits of sustainable agriculture

Environmental protection:

Reducing the use of pesticides and fertilisers - helps prevent soil and water pollution.

Biodiversity conservation - by promoting diversity of crops and natural habitats.

Resource efficiency:
Saving water and energy - sustainable farming practices reduce resource consumption.

Food quality:
Healthy and safe food - sustainable agriculture promotes food production without chemical residues.

Climate resilience:
Adaptability to climate variability - sustainable farming practices can better cope with changing climatic conditions.

Shared responsibility and collaboration
Government commitment - governments to support legislation and policy that encourages sustainable farming practices.
Involving local communities - educating communities and promoting awareness of the benefits of sustainable agriculture.

Public-private partnerships - collaboration between governments, non-governmental organizations and the private sector to implement sustainable initiatives.
Investment in research and innovation - supporting research and development to promote innovative and sustainable farming practices.
Exchange of best practices - sharing experiences and resources between farmers, communities and international organizations.
Collaboration between all these stakeholders is essential to build a sustainable future for agriculture and to meet the needs of today without compromising the resources and welfare of future generations.

SWOT Analysis
A S.W.O.T. analysis of sustainability in agricultural work can highlight key issues that can influence the success of initiatives. Here is such an analysis in Table 4.

Table 4. S.W.O.T. analysis of sustainability in agricultural work

Strengths	Weaknesses
-Increase global awareness of the importance of sustainability in agriculture. -Using modern technologies to improve efficiency and reduce environmental impact. -There are global initiatives and organizations that promote and support sustainable agriculture. -Availability of knowledge and resources to implement sustainable agricultural practices.	-Implementing sustainable farming practices may initially have higher costs for farmers. -Some farming communities may be resistant to change and adopt new practices. -Farmers with limited financial resources may have reduced access to sustainable technologies.
Opportunities	**Threats**
-Availability of knowledge and resources to implement sustainable agricultural practices. -Raising consumer awareness and increasing demand for sustainable agricultural products. -Continuous development of innovative technologies to improve sustainability.	-Extreme weather events and climate change can adversely affect agricultural production. -Variations in agricultural commodity prices and market volatility can affect profitability. -Social and economic factors can put pressure on farmers to abandon sustainable practices in favor of more conventional ones.

Source: Own determination.

The S.W.O.T. analysis indicates that there is a strong basis for implementing sustainability in agricultural work, with global recognition and support for technology initiatives. However, upfront costs and resistance to change can be barriers. Opportunities are evident in government support and increased demand for sustainable products. At the same time, climate change and socio-economic pressures are threats that require attention and sustainable solutions.

This analysis can guide the development of effective strategies to address weaknesses and threats, building on strengths and opportunities to ensure a sustainable future for agricultural work.

CONCLUSIONS

Sustainability in agricultural work is a global imperative and our shared responsibility is essential to ensure a sustainable future.

The S.W.O.T. analysis highlights that there is both a strong foundation and challenges that need to be carefully addressed and collaboration between different stakeholders. Recognizing the importance - raising global awareness of the impact of agriculture on the environment and society is a solid foundation for sustainability initiatives. Development opportunities - government support and increased demand for sustainable products provide opportunities for the development and expansion of sustainable agricultural practices. Challenges and obstacles - upfront costs, resistance to change and socio-economic pressures are challenges that require innovative solutions and adequate support.

Recommendations:

Financial investment - governments should offer subsidies and financial incentives to farmers who adopt sustainable farming practices, thereby reducing upfront costs.

Awareness and learning - agricultural knowledge and education programmes should be increased to encourage farmers to adopt sustainable practices and to inform consumers of their significance. Collaboration between farmers, governmental organizations, NGOs and international organizations can enable the exchange of best practices and lessons learned. Investment in sustainable technologies - promoting and facilitating farmers' access to innovative and sustainable technologies will help to increase efficiency and reduce environmental impacts. Constant monitoring and evaluation - implementing effective systems for monitoring and evaluating farming practices is essential to ensure compliance with sustainable standards and to make necessary adjustments.

By addressing these recommendations and actively involving all stakeholders, we can help build sustainable agriculture that ensures food security, protects the environment and offers viable prospects for future generations. Our shared responsibility is to take concrete action and work together constantly to achieve sustainability goals in agricultural work.

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