

NEW ORGANIZATIONAL AND EMPLOYMENT OPPORTUNITIES OF THE MULTIFUNCTIONAL AGRICULTURE

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THE BASICS OF COOPERATIVE FARMING

Humans are social beings. However, their life in groups is regulated by complex mechanisms. Close relationships develop among humans in groups, since they have to cooperate with each other to achieve their common goals, and they have to help each other as well, while they have to keep adjusting themselves to the common norms of the group. The basic of the cooperation is rest upon lives and relationships within groups, which is resulted in the formation of helping, supporting and competing relations. Therefore, this system of partnership is shown and culminated in cooperation. The meaning of cooperation is partnership, working on the achievement of common goals, common action so as to enforce single interests respectively. There are more levels and types of cooperation. It appears both on social and economic fields, which are often connected to, or make interactions with each other. The cooperative goal is determining when it comes to circumscribe certain levels and fields. However, substantial elements of achieving goals stand in complex relationships with cooperative levels and types. Nevertheless, their common characteristic feature is that certain resources are mobilized and connected by them. From our point of view, that form of cooperation, which assures passing through certain fields, creates the basics of integration relationships and the substance of its function. Different level forms of social and economic cooperation appears in the social farm model.

Directions of interaction and cooperation:

- Taking responsibility on social level, common responsibility;
- Sustainable agriculture;
- Environmental consciousness;
- Development of personality (skills and abilities);
- Handing over of knowledge;
- Economic benefits (output, processing, sale, consumption, income).

The model is based on two pillars, on agricultural activities in one respect, and on cooperating services in the other. Through these two pillars could be connected those who do agricultural activity (maintainers of social farmings) and the members of the auxiliary staff (who make use of social farming).

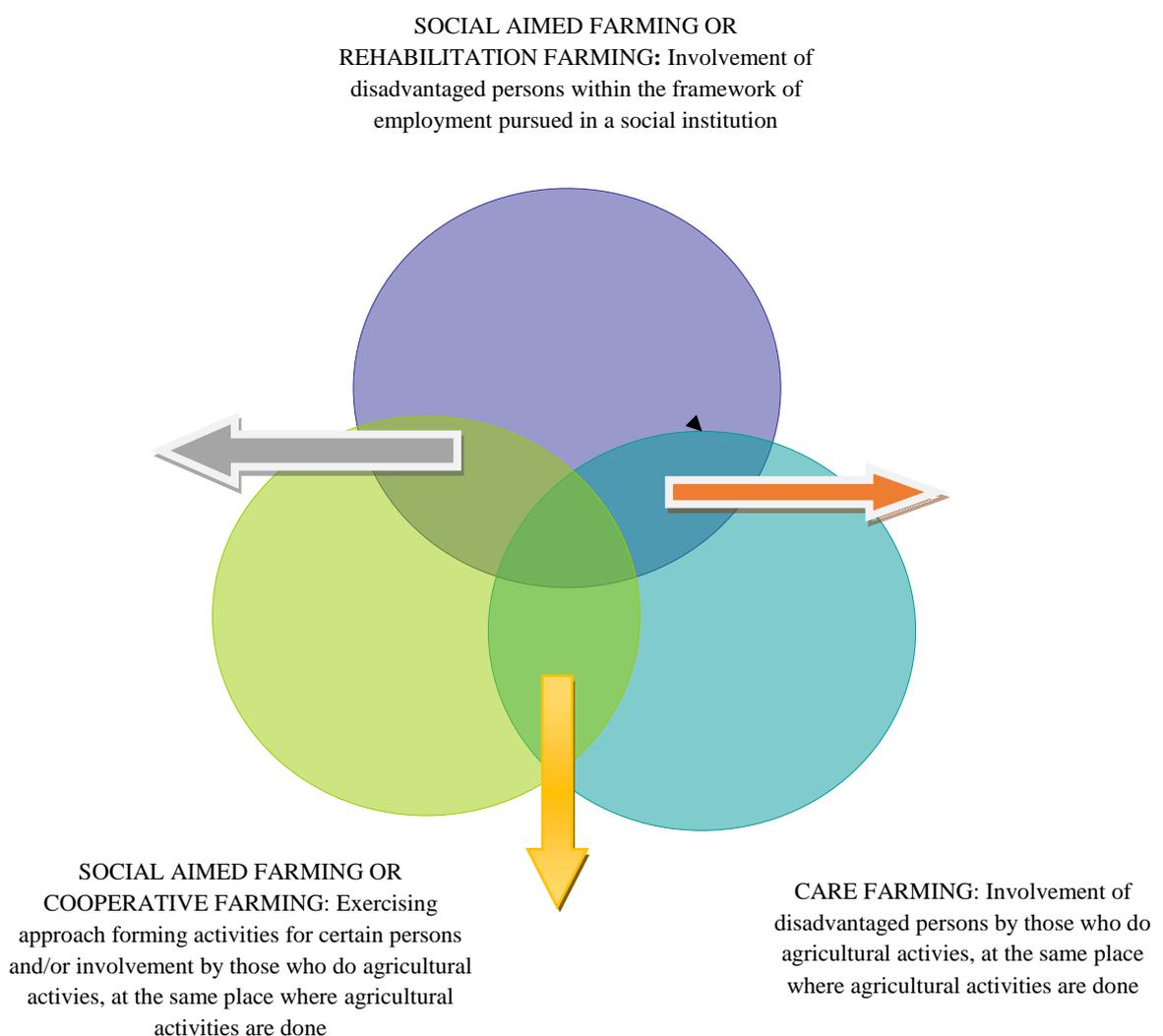
POSSIBLE WAYS OF SOCIAL FARMING

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According to the principles of social solidarity, social farms are cooperative farming forms, working in the interests of social and environmental approaches, pursuing agricultural grower, processing and servicing activities while making disadvantaged persons involved, and doing widely subsidiary approach forming activities for the public related to agriculture. Types of social farmings are the following:

- Social aimed farming or rehabilitation farming: Involvement of disadvantaged persons within the framework of employment pursued in a social institution;
- Care farming: Involvement of disadvantaged persons by those who do agricultural activities, at the same place where agricultural activities are done;
- Social aimed farming or cooperative farming: Exercising approach forming activities for certain persons and/or involvement by those who do agricultural activities, at the same place where agricultural activities are done.



1. Possible ways of social farming
(Source: The diagram was made all by the authors themselves)

Different models of social farming could be outlined. Essentially, three types are introduced by the diagrams. The certain types could be separated based on the

subjects of the activities or on the place of work. The subjects are vulnerable groups of persons (in a wider sense, for instance, the poorly educated, the Gypsies, persons with changed working ability, the disabled) and, in the case of exercising social approach forming, pupils and students making subsidiary activities and who are under the direction of those who do agricultural activities. According to the place of doing the activities, there could be distinguished that kind of social farming which employs disadvantaged persons at the same place where they are looked after (it could be especially realized, if the above mentioned organization or person pursues agricultural activities as well). In other cases, the place of work could be the place where the full-time agricultural activity maker, organization or person pursues this activity (farm, agricultural factory).

Based on the diagram, it could be seen that the certain types overlap each other with regard to the persons and the place of activity, which overlappings establish coherence among the certain types, and make the system of social farming unified and uniformly manageable.

According to the above mentioned features, those persons who offer social farming services (maintainers of social farmings) could be defined based on two categories:

- Social farming: Economic organization doing agricultural activities, which employs disadvantaged persons and/or children and pupils so as to work actively. The term 'economic organization doing agricultural activities' means enterprises functioning in different types of organizational forms, and having income from agricultural activities.
- Social farming community: Social farming communities offer social services, and make their vulnerable target groups involved, while they grow, supply and sell themselves as well.

Social farming services are to be defined in both cases, which mean, on one hand, to make the conditions of agricultural activities available for disadvantaged persons, and as for agricultural and subsidiary activities, to grow, process, sale and do other agricultural activities, and on the other hand, which mean to hand over agricultural and environmentally conscious knowledge for the children and pupils.

To comprehend the functioning of the model it is crucial to interpret the term of 'agricultural activity'. It means the basic of the legal relation between the parties and shows the directions of the different branches of doing work. The term of 'agricultural activity' is defined in Article 5 14) and 18) of the Land Transaction Act (Act CXXII of 2013 on Transactions in Agricultural and Forestry Land), which also known as the Fundamental Law of Agriculture. It provides that 'agricultural and forestry activities' shall mean crop production, gardening, livestock production, rearing queen bees, fishing, fish farming, production of propagating materials, hunting and trapping and related services, forestry, mixed farming and other secondary activities. 'Secondary activity' shall mean farm and agrotourism, craft activities, timber production, preparation of animal feedingstuffs, production of food from products of agricultural origin, tobacco processing, production of biofuel, processing of agricultural byproducts and waste of vegetable and animal origin for purposes other than food, and direct sale of products gained from the aforementioned products, and services incidental to agricultural activities, furthermore, utilization and/or sale of agricultural production equipment and other means of agricultural functions.

However, in the case of social farmings, a concept which is capable to cover all the wide range of activities (social farming services) is to be applied, and in the interest of its application, the act is to be modified.

The forthcoming effect of the modification could be summed up so that by the amendment of the provisions about agricultural and forestry activities with social farm services could widen the leasehold opportunities of the social farm service makers.

Without detailed analysis of the Land Transaction Act and the so-called Land Act (Act CCXII of 2013 on Certain Provisions and Temporary Rules Related to the Act CXXII of 2013 on Transactions in Agricultural and Forestry Land), some crucial aspects are worth to be mentioned.

As a rule, the right of land use could be acquired by farmers and agricultural producer organization. However, the leasehold of small farms could be acquired by everyone. According to special conditions, other organizations also could acquire the right of land use. Forest management associations may acquire use rights for forest land owned or used under usufructuary right by its members. Those public education institutions of the agriculture sector are entitled to use land only on the grounds of lease, and those higher education institutions of the agriculture sector are also entitled with regard to lands serving educational or scientific research basic functions shown in their charter document or defined by the relevant legislation, and finally, the right to use land under leasehold may be acquired by listed churches and their internal legal entities serving educational or social functions or for reasons of economic activities as well. There is an exception from the prohibition of transfer of the ownership of the land, that is, the entitled may transfer the right of land use. This is the possibility of subleasehold. Although, related to subleasehold it is to be mentioned that it is illegal in general, as agricultural land is not allowed to transfer to subleasehold. There is only one possibility for the leaseholder to draw up a subleasehold contract with other farmer or agricultural producer organization if the produced plant on the leased land is crop-rotation, and requires labour cost. So the leaseholder may acquire the leasehold during completing this work, but not longer than the due of the leasehold contract. Therefore, as a rule, the major subjects of the leasehold contract are the farmer and the agricultural producer organization. When it comes to define both the concept of the farmer and the agricultural producer organization, it is a substantial criterium to have determined income from agricultural activity. So if social farming service were defined under this concept, it would assist the accomplishment of this condition.

The approval of the amending draft is hampered by the fact that the Land Transaction Act is a law requiring qualified, two-third, majority. According to Article P) (2) of the Fundamental Law of Hungary (25 April 2011) there would be three two-third-majority requiring acts related to land. However, only the Land Transaction Act has been passed so far, whilst the others are expected to be passed in the future.

QUESTIONS TO CIRCUMSCRIBE OF ORGANIZATIONAL FRAMES

At first, the concept of social cooperative society comes to one's mind when social farming is heard, as these two terms are often associated with each other. Although,

these notions are not to be used as synonyms, as they do not mean the same. Therefore, substantial features of social cooperative society are determined at first. Economic cooperations may appear in organizational and operational forms which unify capital or persons. While partnership is an example for the former, the model of cooperative society and social organizations are instances for the latter. Typical form of economic-like cooperation is the cooperation form oriented to agricultural activity, of which the legal organizational frame was the form of agricultural cooperative society, from the end of the age of collectivization, from the late 1960s, to the change of regime (1989). Dominantly, this type of cooperative society was frequent, which could be regarded as a pecuniary form. This meant that the cooperative society was obliged to employ its members, while the members were obliged to work for the cooperative society. Besides that, the members pursued common economy on assets related to the property or to the use of the cooperative society. So in this case, production resources were in common use. After the change of regime, fundamental changes of structure also took place. As a consequence of it, the land got to the property and to the use of the members and the cooperative society started to fulfil integrating role. Based on it, the cooperative society has become the server of member farming (farming model), has played market-organizing role and has offered different services for the farmers.

Following the change of regime, the organizational structure related to agricultural activity transformed, which could be comprehend on the basis of the transformation of the cooperative society model. The role of cooperative societies moved away from the character of employment and labour cooperative society to the character of serving member farmings, and started to promote coming to the market, sale and purchase. This change of model was accompanied by the fact that membership was not coupled with employment relation by all means. If one wishes to review the whole system of agriculture in a thumbnail sketch, models operating in different organizational forms and setting different goals could be distinguished within this branch:

- Factory completing organizations: Mostly, market organizing tasks are accomplished by these organizations on the fields of advising and organizing working processes, and they take steps efficiently on the fields of sale and purchase as well. For example, cooperative societies, groups of farmers and organizations of farmers fall under this category.
- Representations of interest: Trade unions, agricultural chambers etc.
- Persons doing agricultural farming activities: As for these activities, incomes from agricultural activities are dominant. This category is comprised of small, medium and large factories. There is not compulsory form of agricultural activity, that is, it could be done in any kind of form (e.g. partnership, cooperative society, self-employed person, farmer, family farm etc.) Taxes and supports are key factors when it comes to determining the form. Agricultural activity is in a close relationship with the use of land. However, it also must be noted that merely certain persons may lease the land based upon legal provisions, so this restrictive condition is to be regarded as well.

Therefore, cooperative societies deserve to be highlighted, which are diverse due to their history and the features of their regulation. Basically, provisions related to

cooperative societies take place in the Civil Code (Act V of 2013 on the Civil Code) with framework feature. The norms of the Civil Code concerning legal bodies and cooperative societies are to be applied with regard to the dispositive nature of them, that is, deviation is allowed as a rule, except when deviation is prohibited and the prohibiting norm orders. Beyond general rules of the Civil Code, there are other acts, with specialised provisions, concerning certain types of cooperative societies.

For instance, the Act on Credit Institutions and Financial Enterprises (Act CCXXXVII of 2013 on Credit Institutions and Financial Enterprises), the Act on Cooperative Societies for Flats (Act CXV of 2004 on Cooperative Societies for Flats) and the Act on Cooperatives (Act X of 2006 on Cooperatives) could be mentioned at that place. The significance of these acts is that they overwrite the provisions of the Civil Code, so specialised norms are to be applied. As for specialised rules related to cooperative societies the Act on Cooperatives deserves to be mentioned, which regulates three models operating as cooperative societies:

- Cooperative society for schools: According to the Public Education Act (Act CXC of 2011 on National Public Education), cooperative societies for schools establish the opportunity for those pupils who stand in legal relation with secondary schools, student hostels or elementary art schools to work and to promote their practical training, as well as for those students who fall under the Higher Education Act (Act CCIV of 2011 on National Higher Education).
- Cooperative society for agricultural farming: Cooperative society for agricultural farming pursuing main or complementary activity in the branches of agriculture, forestry and food industry. As for the main activities:
 - Cooperative society for agricultural farming offers services or pursues activities to promote its members activity in agricultural farming production and coming on the market of the products. (It organizes the common purchase of the materials and tools needed to the production, and the common sale of the crop; it stores and processes; it offers machines to the production and process.)
 - Cooperative society for agricultural farming pursuing farming-like agricultural farming production while utilizes the agricultural or forestry land of its members.
- Social and employment cooperative society.

The aim of the social cooperative society is to establish the opportunity to work and to improve in other ways the social state of its disadvantaged members. Beyond natural persons, local governments, national governments and their associations with legal personality (hereinafter: local governments), furthermore, community organizations pursuing charitable activities listed in laws could be the members of social cooperative societies.

Employment cooperative societies are social cooperative societies, which have at least five hundred natural person members and at least one national government member. They establish the conditions of work for their disadvantaged members through, first of all, temporary agency work and finding jobs for their members, for which the rules concerning temporary agency work, community job finding and private job finding are to be applied, besides that they may pursue temporary agency work with regard their own members.

In the case of social cooperative societies, specific form of personal cooperation is the direct involvement in common production based on membership (work of the member). The work of the member is an independent legal relation, which does not fall under other acts concerning other types of employment relationships, and in which the value of work could be paid completely or partly by in-kind benefits according to the proportion of the members' work. Legal relation aiming members' work could be established and maintained, in accordance with the Act on Job Assistance and Unemployment Benefits (Act IV of 1991 on Job Assistance and Unemployment Benefits), by registered job seekers and those persons who stand in public employment relationships.

Social cooperative society appears as an independent organizational form in legal regulation. It could be defined as a special cooperative society form, which concentrates on the employment of disadvantaged persons. Employment relation is connected to membership, so membership between the member and the cooperative society is to exist. At the same time, social farming does not appear as an independent organizational form. Social farming could be maintained in any kind of organizational form. Those organizations could be considered as social farmings and could operate under this name, which have the operational features of social farmings. It is another question whether in which procedure and with whose approval could be the name of 'social farming' given. However, it is crucial by all means that the procedure aiming to obtain the qualification is to be carried out in supervised proceeding order. Especially in those cases, when financial benefits (tax allowance, support etc.) are claimed for the social farming.

Social farming is not a new organizational form, but a complex agricultural farming form. Within its framework, one is to concentrate on the orientation of activity. Ecological element appears in this kind of form, which reflects taking of social responsibility at the same time. This means the system of social farming services.

MULTIFUNCTION IN AGRICULTURE

In recent decades, Common Agricultural Policy, with regard to the challenges of the present, has faced the questions arisen by sustainability, and multifunctional approach of agriculture, the diversification of public assets and farmings, and has highlighted, inter alia, the improvement of quality of country life. This question and the answers to give arise the enlargement of basic and subsidiary agricultural and non-agricultural activities, such as on-farm and off-farm activities as well. Unlike specialization, this procedure, through diversification, leads to the multifunctional approach.

Directions of multifunctional agriculture:

- Farming function: Basic and subsidiary agricultural activity;
- Ecological function: Biofarming, environmental consciousness, cross compiliance etc;
- Social function: Education, training, approach forming etc.

Under the term of 'multifunctional agriculture' the contribution to and involvement in ecological, social and economic viability is understood, beyond the agricultural farming basic activities.

Both of diversification and multifunctionality concern the activities within farming. As for the two categories, the latter is wider, which includes all of the groups, while diversification merges the appearances of the new activity elements, and accordingly, it is a tool in the development of the range of activities as for the multifunctional agricultural model. The introduction of social farming model contributes to the realization of multifunctional agricultural model. Agricultural activity is capable to enhance integrating effects. It is dominantly present on the countryside and means the basic of employment opportunities, of which the establishment of employment opportunities for disadvantaged persons is a special category. Several limits appear for those who employ disadvantaged persons during their activity. By amending legal regulation and introducing new legal regulation, the new model of social farming could be suitable for those offering social services to do their activity within regulated and supportive legal frames. Regulation and legal environment should be modified to the phenomenon to assure its operation.

INCERTAINTIES OF LABOUR RELATIONS IN REFLECTION OF THE QUESTIONS OF SOCIAL FARMING

Based upon the foregoing, it could be seen that labour and employment relations do not reflect the specialities arisen by current multifunctional agriculture tendencies from several aspects. Moreover, this side could be said particularly neglected. Actually, hardly any labour forms could be found in accordance the specialities of the above mentioned, since the current regulation is rest on the general social and economic employment relations indeed, it consists rather restricting than assisting norms.

Emerging labour relations could be found in different branches of law, without showing any genuine social feature. These kinds of legal relations could be the following:

- Typical and atypical labour contracts falling under labour law regulation;
- Members' work (direct contribution) based on membership falling under cooperative society regulation;
- As for the form of social farming, as it was mentioned above, it does not attach expressly to any organization, commercial law corporations, specifically the members' work within them also could be listed;
- Civil law contracts are aimed at working, especially employment contract, however, assignment could not be excluded;
- Cooperative society for schools or, maybe, study contract could merge labour law, civil law and the law of cooperative societies.

It could not be unconditionally counted as a problem by itself that different labour relations with uncertain content are regulated by various branches and fields of law, moreover, theoretically, diversity could count as an advantage. Compared to social farming, the operation of social cooperative societies are relatively simple, as social cooperative society appears as an independent organizational form falling under special legal regulation. At the same time, it circumscribes the categories of labour relations, and focuses on the disadvantaged as well. Of course, it does not mean unambiguous labour relation regulation which is an exempt from contradiction and

could be precisely defined, but at least, it gives a clear starting-point. Generally, problems emerging on the side of the employee and being typical of social farmings could also occur in this case as well.

That is why the question of social farming is more complicated and complex in labour relations, because it does not appear in the regulation as an independent and separated organizational form. Essentially, the features of operation are determining, so basically, any kind of organizational form could operate as a social farming, although, different organizational forms could not be regulated in the same or in relatively similar ways. Farming diversification claimed and triggered by sustainable agriculture and the even wider multifunctionality render the settlement of the problem more difficult. Among difficulties, it is also to be pointed out that the aim of the above mentioned organizational forms is to help the disadvantaged persons, who could not be ranked among a homogeneous group. For example, those having difficulties in making ends meet, the poorly educated, certain nationalities (e.g. Gypsies), as well as persons with changed working ability and the disabled are to be mentioned here. From approach forming aspects, pupils and students are to be referred to. However, the merged problem of employment and learning could be solved in the easiest way in this case, since with appropriate guarantees, the special rules provided in Article 229 of the Labor Code (Act I of 2012 on the Labor Code) and general rules provided in Book VI on Contract Law of the Civil Code could be sufficient when it comes to drawing up an agricultural oriented study contract.

Primarily, in an economic meaning, the difficulty in labour relations (being whether employment, or civil law relation, or cooperative society relation or the mixed version of them), is the lack of balance of power between the parties. Regulation wishing to compensate the superiority of the employer is even mostly represented in labour law, albeit, with a gradually weakening effect (e.g. working hours, pauses, payment of remuneration, rules of collective labour law). The same could not be told about employment regulations of other branches, though.

But, in our opinion, even the defence provided by labour law is not sufficient to compensate the weakness of the disadvantaged. As for them, specialised, atypical, protective and cogens norms are needed disregarded to any branch of law. For instance, culpability, that is, the behaviour which could be expected in a given situation, and which is one of the major principles of any branch of private law, could not be interpreted in the same way in the case of an 'ordinary employee' and in the case of a disadvantaged person.

Employment relations from the field of labour law are the relation of outworking, the relation of distance working, which is more difficult than outworking and does not require computer technique by all means, the simplified employment, the simplified employment concerning incapables, temporary agency work and its sub-category, the cooperative society for schools, which is not acknowledged by the legislator in this kind of form. The reduction of the rules related to the law of labour torts is absolutely necessary in the case of the disadvantaged (e.g. the introduction of an equitable tort limit), as these kind of rules could occasionally be too strict even in the case of ordinary employees. From our point of view, it is also highly recommended that deviation from the provisions of the Labor Code be allowed only in the favour of disadvantaged persons.

As for the branches of law beyond labour law (civil law, law of cooperative societies), provisions protecting any party of the contract could not be found, which is traceable to the equal rank of the parties, with the exception of consumer contract, where rules protecting the interests of the weaker party appear. These kinds of dogmatic regulations would be needed in civil law and in the law of cooperative societies, whether civil law employment or employment in cooperative society was established. This is also true for whether the social farmings, or social farming communities, of course, while considering the differences of the features of these two forms, since, at least partly, other protective norms are needed to limit the rights of an employment organization and of an essentially self-employment form. As a matter of fact, as for the principles and the directions of regulations, the improvement of a sui generis contract type could not be excluded as well, albeit, further theoretical and practical experiences would be needed to this.

By the proposals arisen in the present paper, we do not wish to argue against colourful employment, even though, we consider it as desirable. On account of that, notwithstanding, the new institution of social farming could not be regarded as detailed and well-regulated at all, forthcoming tendencies make it probable that this under-regulated model is present in the economy, and it works under even these circumstances. Therefore, one is to take it into account, by all means, as for the integration of the disadvantaged persons and as for the positive changes concerning them. If we had not been able to offer full-scale solutions, at least, we endeavoured to make attention paid to the fundamental problems related to organizational and employment relations of social farming.

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