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## WITH THE KNOWLEDGE TO THE WORLD OF ECOLOGICAL DEVELOPMENT - CASE OF THE "TREPČA" COMPANY, KOSOVSKA MITROVICA

### *Abstract*

*The modern era, in which humanity has encountered, is characterized by the numerous events, global economy, new world market, global ecological crisis, and permanent changes in all segments of business: in science, technique, technology, organization, management, etc., where the central place belongs to a key resource, that is the to human resources from which everything starts and everything depends. Today, it is necessary to have the high quality human resources that can ensure the effective realization of business and environmental policy objectives and are adequately related to the rapid technological changes that are increasingly turbulent and the changes in ownership transformation in which the Serbian society is still. Through the economic activity, the globalization of the world society more and more finds its foothold in all other spheres of life and work of modern man. As one planetary process it brings numerous criteria, standards and rules in all spheres of which the great emphasis is on the protection of the working and living environment as an inalienable property of humans, related to the life, health biological and spiritual integrity, survival and development. Today, there are many efforts in the world in order to make ecological problems crucial in the international and national legislation of every single country, and become the social responsibility of every enterprise, educational system and moral code of every individual. The Serbian society has encountered the ecological disaster caused by the war events in this area, as well as the other ecological problems caused by numerous industries. The region of Kosovo and Metohija with accent on the Kosovska Mitrovica area is concerned with numerous industrial waste materials resulted from various processes in the "Trepča" company. These materials, by their structure and method of disposal in the landfills, cause a great ecological problems and threats to the life and health of people, which will also be discussed in this paper.*

**Keywords:** human resources, ecology, social responsibility, globalization, economics, quality

### 1 INTRODUCTION

Enterprises as the economic systems have the task of using available social resources to meet the needs of society. Enterprises, through their business, growth and development, carry out economic activity that makes a national or world economy. In addition to the significant and numerous economic functions, the contemporary com-

panies also have the significant non-economic functions and activities in development of society and civilization, and are important factor of sustainable development and ecological balance as one of the more important social dimensions.

The enterprises are the bearers of economic activities, as well as the survival and

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progress of the entire socio-economic reality. In the national economy of each country, the companies have a common role in the rational use of social resources and creation of a system of social needs. The achievement of wider social needs depends on the role taken in performing the certain tasks in the process of social reproduction. If the enterprise is more effective and efficient, the level of its economy condition, thanks to the quality human resources, is higher, which at the same time means that the goals of its business and development will be achieved at a higher level [1].

Natural systems comprise primarily the external and internal environment of the company. All enterprises either directly or indirectly through other enterprises are devastating the nature as a result of spending the available resources for the production of social goods. In addition, through the technological processes and products thrown away after the use, companies pollute the natural environment, disrupting in that way an ecological balance. By an excessive exploitation of non-renewable natural resources and contamination of the natural environment, companies can negatively affect the natural system of a particular country. Human must approach the exploitation of natural resources rationally and take care of the ecological treatment of natural systems in order to survive in the conditions of the activities of many enterprises directed to meet the wide and complex needs. Hence, one of the goals that individuals and society are increasingly interested in is an ecological goal, as a sum of activities related to the protection of nature, land, water and air, with the aim of protecting the life and health of people. That is why society comes out with requirements and laws for protection, primarily natural resources, as well as the laws that must be incorporated into the strategic goals of the company, in order to have no negative business effect, which would affect the ecological system as one of the pillars of sustainable development. The

goals of modern economy oriented towards socially responsible business are becoming increasingly important and the concept of socially responsible business is becoming more and more accepted.

## **2 HUMAN RESOURCES IN CONTEMPORARY BUSINESS**

Human is the key to success and the most important resource of any company. Human resource management is a key lever for achieving competitive advantage. A modern knowledge-based economy sets new demands for today's business systems and all other forms of business as well as for all employees when sustainable development is concerned. It supports the abandonment of narrowly skilled profiles of employees, emphasizing their competence and a greater role of general education. With the change of technologies, production procedures, organizational structures, environments, management, it requires permanent vocational education and employee development both for productive work and for protection of working and living environment.

The combination of work and education, as well as their compatibility, has become the inevitable need of a modern and future businessman. The demand for developed and skilled human resources is changing faster than the human resources it self, so there is a necessity to build a new human resource development strategy everywhere where needed. Human Resource Development Strategy is based on "work and education", i.e. on education in the organization, which is a process of improvement, which leads to development and better quality of human resources.

Only high-skilled knowledge workers are the backbone for acquiring and maintaining competitive advantage, and only high-quality human resources can follow today's business characterized by the rapid, dynamic, complex and unpredictable changes that have a strong impact on both business

and overall management of business systems.

By content and structure, the employee training programs should be of such quality to ensure an adequate offer of well-trained human resources, to ensure the achieved work standards, as well as to develop the capabilities, skills and attitudes of employees in order to better respond to the demands of the present and future work. Training programs should increase the flexibility of work, as well as to successfully overcome rapid changes in any segment of the business system, as well as to meet the legally prescribed requirements when protecting the living and working environment.

The development and education of human resources influenced on changing of behavior in the world of work, changing the working atmosphere, improving the motivation for work, improving the organizational culture, as well as changing the awareness and attitudes towards the obligations in a business system based on ethical principles.

About development and quality of employees, the American economist Tom Peters states the following: [2]

- Human capital should be invested as much as equipment,
- We train people from the first day and provide them with the additional training whenever necessary,
- Comprehensive training includes technical problem solving, so that people can contribute to quality improvement,
- We organize training for people who move on to the manager tasks and continue to train them whenever they are transferred to a higher office,
- Training is used as an incentive and strategic impulse,
- We insist that a complete training is directed to the people from the base, all programs should be designed based on information from people from the base.

Training is progressing from the internal to dynamic; from a routine to a creative environment; from the "industry" of hierarchy, control and limiting compulsion to the "industry" of knowledge, cooperation, and intelligent choice of options. Such an approach to the professional and professional education and development of employees not only provides the high-quality human resources, but also brings one message that every employee is extremely important for organization.

Continuous adjustment and focus on the external environment and a permanent approach to development the human resources quality imply a new and higher-quality philosophy of work and results in business systems. The new philosophy of development and business inevitably imposes an increasingly new attitude that is necessary to understand how the future does not belong to the superior technologies, but to the superior human resources.

### **3 INTERNATIONAL LAW IN SOLVING ECOLOGICAL PROBLEMS**

Solving problems of the working and living environment in the modern era requires a systematic approach, cooperation and very intensive exchange of information of all interested at the level of the whole community. Environmental problems are taking an increasing part in the global problems of contemporary humanity. The level of vulnerability of the environment and natural resources has reached a very high level. All this points to the necessity of radical change in the attitude of man to the environment.

Today, almost every human activity has such a strong effect on the environment that the ability of the planet's ecosystem to sustain the future generations, i.e. to ensure the sustainable development, is questionable. The trend of atmospheric

pollution, due to the increasing needs of people as well as technological progress, has caused the global warming as the ending point of the negative domain to the lives of people on the planet earth.

The environmental protection milestone was given by the Stockholm UN Environment Conference, after which intensive activities in this area began worldwide.

Solving ecological environmental problems was particularly intensified at the end of the last century by the emergence of the major environmental disasters (the Bhopal case) that cannot be solved solely applying the concept of ecology, but a new awareness is formed about the inevitability of developing a new, efficient approach to the environment and environmental sustainability.

Solving ecological issues has been intensified at all levels, which has resulted in legal regulation from global to local plan. The methodology has been developed for solving the ecological problems in local communities through the drafting and implementation of the Local Environmental Plans (LEAP). The task of this plan is to propose solutions that would contribute to the protection of the natural environment, resources and quality of life and prevent their endangering in the process of economic development of a local community.

Environmental protection is a global, planetary problem and the common interest of all countries and nations in the world. Today's ecological problems have become part of international relations, in which frameworks, legal norms and principles jointly solve these difficult challenges of the modern world. Such activity enters the fund of development and improvement of contemporary international law, whose rules and regulations are based on the protection and improvement of the environment. The Stockholm Declaration has adopted a number of principles for the organization of international actions in the field of environmental protection, starting from the following:

A human is at the same time a product and creator of the environment that gives him means of living, allowing him/her intellectual, moral, social and spiritual advancement. In a long period of development of human resources and hence of human work, the level has reached the level of which, due to accelerated technological development, a human has gained the power to change his/her environment in numerous ways and in unprecedented proportions. The human's working and natural environment is equally important for the well-being and use of the basic human rights, including the most elemental human right, and that is the right to life.

The protection and improvement of the human environment is an actual and important international issue on which people's well-being and economic development depend worldwide. This is a serious requirement of the international community, the obligation and duty of all its organs and organizations.

The existential interdependence of nations and countries in the field of ecology is greater than in any other field of human activity and must be taken into account by both the UN Organization and the relevant national authorities [2]

Thus the real frames of all countries in the world are created. The countries are obliged to take care that their actions do not cause damage to their own, but also that their actions do not harm or endanger and does not violate the right of other sovereign states. It was crucial to create the basis for international law in the field of environmental protection.

The international protection of working and living environment is directly related to the human rights, human existence, because if human is threatened as the only rational being, it will be threatened the most important and most precious resource on which everything begins and where all social wealth is based.

The international environmental protection calls for the appropriate behaviours of all entities in international relations, which is determined by the rules of international law that is increasingly developing and transfer responsibilities to all countries. The countries are obliged, in accordance with the adopted declaration, to adopt their own laws, rules and measures for the protection of the living and working environment, which does not exempt them from international cooperation in this plan. Countries are inclined to international cooperation on this issue because it is a complex and multi-dimensional complex of rights and obligations of all countries to conserve and protect the environment as the common interests of people all over the world.

#### **4 NATIONAL RIGHTS OF ECOLOGICAL PROTECTION**

The environmental problems have pre-occupied Serbia and its legislation since the seventies of the 20th century. Until then, the natural resources were considered to be the non-limiting and can be used infinitely because they are inexhaustible. Strong development of the industry and the uncontrolled import of "dirty" technologies and dispersion of pollution from the near and further environment have resulted in development of ecological awareness and increasing impact on the country's environmental policy. Ecological movements like the "Green Party" have been created. There are more and more scientific works on the topic of health protection and environmental protection. Relevant legal regulations have been adopted. Human resource education has begun and development of higher education institutions for studying this issue that became a threat to the survival of humanity. The Constitution of the Republic of Serbia proclaims the right of a human to a healthy environment, where everyone is legally obliged and obliged to protect and improve the environ-

ment. The Serbian Constitutional concept starts from the principle that the right to a healthy environment is the basic human and existential right of individual, part of the culture, customs, morality, tradition, which is guaranteed by the state. Thus, an ecological policy is defined that will direct the social action for improvement and protection of the environment. This policy is an integral part of the economic policy of the society and cannot be separated or interpreted by anybody.

Based on the constitutional provisions, a whole system of positive environmental legislation has been developed: laws, regulations, decisions, etc. Particular attention is drawn to the ecological criminal legislation that defines the criminal offenses and penalties against the environmental damage.

Legislation in the field of environmental protection should suppress the following:

- Illegal construction and work of facilities and installations that pollute the environment.
- Damage of facilities and devices for the environmental protection.
- Importing of hazardous materials in the Republic of Serbia and unauthorized processing, disposal and storage of dangerous materials.
- Unauthorized construction of nuclear plants.
- Violation of the right to information on the environment condition.
- Transmission of infectious diseases in animals and plants.
- Pollution of food and water for feeding the animals.
- Forest devastation, etc.

#### **5 SOCIAL RESPONSIBLE BUSINESS**

Social responsibility of the business is a concept by which the business systems should take care of human rights, environ-

mental protection, and equality of opportunity for all, in the same way, with the same attention and with the same results as of economic efficiency. [3]

Socially responsible business represents awareness of the new position and importance of business systems in the modern global environment and the responsibilities that arise from them. Businesses subjects direct this concept and primary goal of acquiring and distributing profits consciously and voluntarily, and have a positive impact on their working, social and natural environment.

Social responsibility and target profit are not competitive but complementary parts. The goal of social responsibility can be seen by focusing the business system on profitable activities that do not endanger the social interest. A socially responsible business system can count on the growth of profitability and profitability over a longer period of time.

In a wider sense, social responsibility includes the economic, natural, ethical and philanthropic (discretionary) responsibility. Different thinking in approaching social responsibility alleviates the approach that the business systems must fulfil the economic and legal responsibility, and then moral and discretionary. If the business systems fail to meet the ethical and discretionary responsibility, society can respond by passing laws, and then it becomes the legal responsibility.

There are great differences between branches for potential harm to society and the environment. The pressure that business systems have in some branches of different groups, organizations and institutions is different. It is not enough just to adopt a sustainable development strategy, but also the programs and implementation plans that must be followed by an appropriate system structure. The globalization of the world economy will affect the acceleration of the process of standardizing the viewing of social responsibility. [5]

Business systems seeking affirmation as the socially responsible members of society act proactively. Problems are anticipated and prevented and socially responsible actions are suggested. These are business systems that believe that they need to take their own positions on social issues and through public relations to make them available to the mass media of mass communication. It is not just enough to announce the commitment but it is necessary to demonstrate and show the results. Research on its impact on society demonstrates commitment to the principles of openness and transparency.

The goal of social responsibility is to create a business system that has the support and affection of society. Socially responsible business means creating the sustainable goals for human life. It is a great responsibility on the management structure of business systems, that is, of conscious and competent human resources in them.

## 6 RESEARCH METHODOLOGY

Today's economic development is understood and defined differently, whether it is a progressive process of the economy or it is a complex process including the universality of changes experienced by the business system or economy during its existence or it is a process that goes from the current state of less efficiency to a new state of higher efficiency. The process of improving the economy, an indicator of upgrading the human standards, the process of democratization of society, the evaluation of humanization in interpersonal relations, is often defined as a process of exploitation the natural resources. Whatever the growth is defined, it has the essential meaning of progressive advancement. This progress is for the benefit of mankind. Current achievements in science, technology, organization and governance should be increasingly beneficial to the society and humanity as a whole, as this is its primary purpose. All this is in the role of

progress only if there is always a limit that is called sustainable development, which is reflected in time, component, humanistic and ecological approach.

Ecological approach refers to the protection of the environment and its natural resources that comprise: soil, water, air. The quality of the environment is qualified by the following indicators: physical, chemical, biological, aesthetic and other, which are unfortunately changed by numerous business projects, such as: exploitation of natural assets, industrial production, waste disposal, transport of products,

In this paper, the research refers to the environmental protection from the tailing dumps as waste from the ore flotation in the "Trepca" company in the region of Kosovska Mitrovica.

The aim of this paper is to identify the extent to which human resources are characterized by their quality and professionalism in the "Trepca" company, where there is the environmental protection from pollution, such as the waste materials from various chemical-metallurgical processes and ore flotation and their deposit.

In this research, there are following assumptions (hypotheses):

The hypothesis that human health in this region is highly endangered by numerous pollution by the Trepca industrial park, and that the protection itself is at a low level.

That there is no adequate representation of quality experts in the field of environmental protection in the plant itself and beyond.

The latest environmental studies in the region of Kosovska Mitrovica are discouraging for the following reasons: the unresolved problem of dumps within the vicinity of the company itself and in its immediate vicinity and other sites, unprotected from wind and precipitation, the presence of lead and other heavy metals dust in the atmosphere. Landfill deposits occupy a large area of fertile soil

that is permanently degraded (which is a direct damage), due to the precipitation of heavy metals and toxic substances from the landfill are directly discharged into the Ibar River, which contaminates the plant and animal world in the river itself, and wider use of water for irrigation of agricultural cultures.

Landfills as collecting points of waste industrial material obtained from the industrial process are called sanitary fields. Industrial waste is obtained differently and is of different composition, depending on the raw materials used in a particular industry, so it is differently disposed of. The most common materials to be deposited are ash, slag and dust. Common to all industrial landfills is the seizure and permanent degradation of large areas of land (as we have already emphasized). Water is polluted by both direct washing of harmful substances from landfills and a system of underwater waters. The largest water pollutants are ore flotation plants, where acids, bases and other dangerous chemical substances are used in this process.

The landfills of the Trepca Company for the previous 60 years are: the Old Flotation and Metallurgical Refinery Gornje Polje (tailing dump of granulated slag of shaft furnaces from the smelter and refinery, the deposited material about 12,000,000 m<sup>3</sup>), the flotation tailing dump Žarkov potok about 8,200,000 m<sup>3</sup> of tailings, EMKO deposits of zinc metallurgy about 500,000 m<sup>3</sup> of tailings, chemical industry catchment area of phosphorus/gypsum about 400,000 m<sup>3</sup> of tailings with a surface of 17 hectares, the flotation tailing dump Žitkovac has been deposited with 8,500,000 m<sup>3</sup> of tailings with an area of 26 hectares.

Qualitative and quantitative measurements of industrial waste at the landfills in Kosovska Mitrovica.

Qualitative measurement and analysis of industrial waste.

**Table 1** *Composition of granulated slag*

Component	Chemical composition (%)	Component	Rational composition (%)
Fe	25.74	FeO	33.11
Ca	13.80	CaO	19.90
Si	9.97	SiO <sub>2</sub>	21.32
Zn	9.90	ZnO	12.30
Mg	3.21	McO	5.32
Al	3.40	Al <sub>2</sub> O <sub>3</sub>	6.51
Pb	1.40	Pb	1.40
Cu	0.18	Cu <sub>2</sub> S	0.23
Ag	0.001	Ag	0.001
S	0.10	-	-
O	31.5	-	-

There is lead in this slag that is a toxic metal in the form of fine metal particles, as well as many other metals that indirectly harm the health of people in their surroundings.

### 6.1 Quantitative Measurements of Industrial Waste at the Landfills

**Table 2** *The structure and quantity of materials at the landfills*

No.	Type of material at landfill	Landfill area, ha	Mass of landfills Before 1995	Mass 2005
1.	Granulated slag from coal pit furnace	6.0	2,500,000	2,450,000
2.	Intermediates from the lead refinery in Zvecan next to the Ibar	1.0	40,000	5,000
3.	Refinery intermediates in Znjrovnica	1.2	5,000	2,000
4.	EMCO sludge	14.0	500,000	450,000
5.	Jarosite sludge	3.0	120,000	110,000
6.	AB-Ag sludge + Cu slime +Ni-Co slime	1.2	70,000	10,000
7.	Pyrite roasting	14.0	600,000	400,000
8.	Phosphorus-gypsum	17.0	400,000	110,000
9.	slag+ ash in Rudare	10.0	100,000	3,837,000
	Total	67.4	4,335,000	7,374,000

**Table 3** Samples from the "Gater" landfill

	Sample 2	Sample 2a	Sample 26	MDK
Humidity %	9.15	12.40	10.33	
pH	10.39	11.29	11.35	
Red. Potenc.mV	206.8	207.1	206.7	
CI mg/l	4900	86	70	
Alkalinity	pn	408	600	352
	ma	664	1088	860
Pb (g/t)	15.3	52.3	22.0	<5.0
Zn (g/t)	0.2	7.7	1.4	<20%
Cd (g/t)	<0.2	<0.2	<0.2	
Cu (g/t)	0.6	0,7	0.3	<20.0%
Fe (g/t)	<0.8	<0.8	<0.8	
Ni (g/t)	<0.7	<0.7	<0.7	<10.0
Mn (g/t)	<3.3	<3.3	<3.3	<25%
Hg (g/t)	<2.2	<2.2	<2.2	<30.0
As (g/t)	/	/	/	<30.0

**Table 4** Samples from the G.Krnjin-Leposavic landfill

Landfills: Gornji Krnjin and Bostaniste METALS	SAMPLE MARKING	
	Landfill: Gornji Krnjin	Landfill: Bostaniste
Pb %	0.37	0.20
Zn %	0.19	0.20
Cu %	0.007	0.007
Cd %	0.001	0.002
Fe %	14.50	14.46
Ca %	2.13	3.82
Mg %	0.20	1.25
Co %	0.014	0.016
Ni %	0.044	0.028
Sb %	0.02	0.02
Mn %	0.79	0.88
Bi %	0.003	0.002
Hg g/t	80.64	<40.32
Ag g/t	22.07	17.65

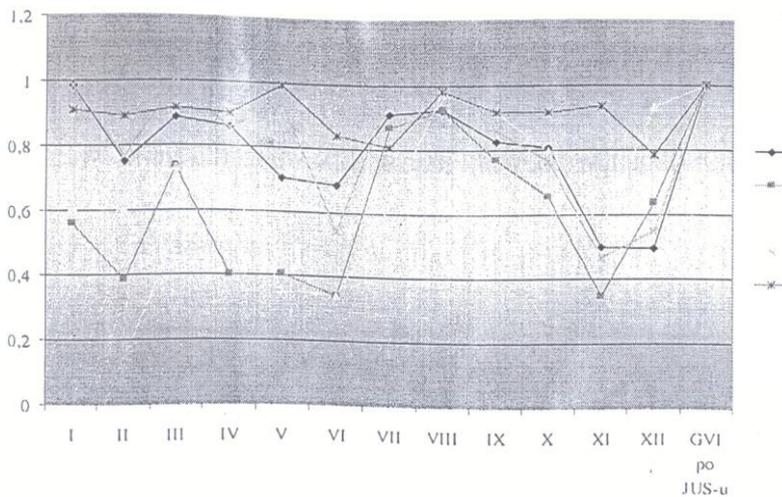
## 6.2 Chemical industry landfills

**Table 5** Chemical composition of Pyrite roasting

Component	Chemical composition %	Component	Chemical composition %
Fe <sub>2</sub> O <sub>3</sub>	65-75	Cu <sub>2</sub> S	0.2-2.0
SiO <sub>2</sub>	5-10	Pb	0.1-1.0
S	1-3	As	0.02-0.03
ZnO	0.6-3.0	Sb	0.01-0.02
Ag	0.002	CaO	1-3

Official report on the concentration of lead in the atmosphere in urban environments from the "STAMPEKS" sintered pump for

the period I = KSII 2015. It is presented in the following Figure.



**Figure 1** Concentration of lead in the atmosphere in urban areas

## 7 PROBLEM CONSIDERATION

### 7.1 Measures of Economic Protection

So far, a number of activities have been undertaken, but still insufficient, to eliminate these pollutions. One of the first attempts is to recycle the landfills, which, in addition to ecological, would have an economic benefit. When this procedure is in question, the

dumps are divided into two groups: the dumps whose materials cannot be processed due to the small content of metals and which will remain and wait for a solution, and those whose materials are rich in metals to be processed. Those are in the metallurgy of

lead and zinc, various dust, slag, foam, sludge and various deposits, obtained by the metallurgical processes. Those materials can be utilized by re-rotation in the initial process by recirculation. The waste from chemical industry in the form of pyrite dust and phosphorus-gypsum is placed in a special landfill and their use is limited, which guarantees a long-lasting durability. Until now, those materials were used very little in the re-technological process and waited for the profession at work.

## 7.2 Health Protection Measures

Protection measures are divided into two groups: protection measures of the employees and managerial staff in the company it self, and protection measures of the wider environment and health of the population in it.

When it comes to the protection measures of employees in the company, they can be divided into: primary, secondary and tertiary. Primary prevention measures include the prevention of general and professional illnesses as well as injuries on work. Changes and advances in technology require the educated employees in order to be protected from possible injuries. The education can be through lectures, educational materials, television, posters, schemes, flyers and various other printed and written materials, as well as the implementation of immunization and vaccination of workers. The best protection of the health of workers is achieved using the adequate nutrition in relation to the workplace, respecting daily, weekly and annual holidays. The workers should be examined daily by the professional services of health care, and these services are legally obliged to provide the periodic systematic examinations of employees, as well as the control checks of those workers who perform their work activity in the most polluted environments. Secondary prevention includes measures and procedures undertaken in the stationary hospitals. In this mode of medical treatment, the

medical and professional rehabilitation of the patient is carried out, which implies temporary or permanent change of work place.

Tertiary protection refers to the health protection of citizens and environmental protection in the immediate and in far surroundings of the company. This form of protection is the common interest of all citizens living and working in it, enterprises, institutions, universities, local governments and social community. The basis of the environmental protection is the preservation and improvement of natural resources, land, water and air. Environmental protection is only possible in the environments where there is a developed consciousness of people on environmental protection.

It is necessary to pay much attention to the industrial park as it is in the Trepca company, to work on its remediation and to make a strategy of what and how to do with so much industrial waste, not only in the region of Kosovska Mitrovica, but much wider. This problem is one of the largest ecological hotspots in Europe. In order to achieve this, it is necessary to reform and restructure the mining sector in line with the European approach, in order to enable the fast and sustainable development, environmental protection in accordance with the best practices of sustainable development, institutional development and professional development of employed in the mining and wider sector in order to face the challenge of sustainable social and economic development, placement and development of the mining sector in accordance with the European standards, the Code of Regulations in this area and their harmonization with the directives of the European Union. Permanent education is needed at all levels so that people can find out what are the potential possibilities for pollution of the working and living environment, and how to fight them. It is necessary to develop a social and ethical culture when it comes to ecological development. At the Faculty of

Technical Sciences in Kosovska Mitrovica, Department for Occupational Safety and Environmental Protection was opened in order to educate young people and solve these problems scientifically.

## CONSLUSION

The right to a healthy environment is the natural, personal and inalienable right of every human being. The environment is the basis of the survival of humanity and the responsibility for its preservation is on every individual, no matter how practically is able to contribute to the reduction of pollution and its preservation. When it comes to the environmental protection, in addition to every individual, the responsibility is on the state apparatus and on every business subject-enterprise. The case of the Trepca company, due to the industrial waste being deposited for 60 years, has turned out to be alarming and almost devastating for the population of Kosovo in Kosovska Mitrovica and wider and dangerous for the whole eco-system. For this one of the European largest environmental hot spots, it is necessary to bring the science and brains as soon as possible to help and to find the best expert and comprehensive solutions for this burning problem. The deposits of industrial material are located next to the flows of two rivers, as well as in the near core of the residential area, unprotected and left to the atmospheric conditions that spread toxic substances in water and air. It is necessary to invest as soon as possible in modernizing the technological processes and reduction the emissions to both rivers and the rest of the environment and to use the experience of other regions in the state.

The landfill of such a toxic material that blows the wind and spills the rain into the river basins should be repaired as soon as possible. Adequate management of industrial waste is needed. A land reme-

diation or bioremediation should be done in order to reduce the concentration of toxic substances to a level that does not pose a threat to human health and the environment. It is necessary to cover the landfills and other hot spots with soil, and land should be covered with vegetation of plant species that can stand a high concentration of pollutants mentioned. It is very important to ask for financial assistance and professional support not only from the Republic of Serbia, but also from larger associations such as the European Union. Not all investments in ecological development are interpreted as cost and loss, but rather as a long-term investment in healthier future.

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