



National Report for Romania on Trade Unions and University Lifelong Learning

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A brief overview of this activity within Romania- its scale, scope and key features

For more than fifteen years, the Romanian trade unions have been interested in achieving certain specific aims, such as defending the interests of their fellows and the economic and social development of Romania.

After the Romanian revolution in 1989, many trade union organisations were created. On one hand this was encouraging, because it underlined the fact that in Romania all the inhabitants have the right to express their opinion but, on the other hand, there were some internal frictions within these organisations, because they didn't share common declared targets.

It is easily noticeable that the rights of employees from educational departments have not always been represented at a competitive level. That is why there was the decision to train some specialised trade unions that could defend the interests and the projects of the educational institutions before the political structures and also in the mass media.

The representative for the Romanian university educational system is the "Alma Mater National Trade Union", which is represented among the great majority of the universities and faculties from Romania. It also has members within the "Gheorghe Asachi" Polytechnic University from Iasi". The main goal of Alma Mater Trade Union is to rehabilitate the social position of the teaching and auxiliary teaching staff, following the tradition of the interwar Romanian educational system. Alma Mater also strives to integrate the Romanian educational system within the European educational system and militates for the unity among the trade unions and for their integration in the European trade unions system.

Some comments on the political and legislative context

Since November 2002, through European projects and through the political contacts some recommendations were drawn up concerning the medium term development plan of the system for professional updating of initial training, with special emphasis on continuous professional training. Even though there is national interest in achieving these projects, until now the adequate legislative framework to support these projects was not created.

That is why the Romanian Ministry of Labour, of Social Solidarity and of the Family, together with the Ministry of Education and of Research and the National Agency for the Placement of the Workers and the National Council of Adults Training has adopted some documents which approved:

- The legal framework concerning the ways that providers of adult professional updating training can be authorised (see Order no. 353/23.07.2003 and of MMSSF ORDER 5202/8.10.2003 MECT- <http://www.cnfpa.ro>)
- The legal framework concerning the certification of the adult professional updating training (see Order 501/8.10.2003 and MMSSF Order 5253/16.10.2003 MECT, <http://www.cnfpa.ro>)
- The official list of the qualifications that can be offered by those who organise training programmes that can be awarded qualification certificates (see Order nr 35/3112 from January 2004 <http://www.mmuncii.ro>)
- The procedure of evaluation and certification of professional competencies obtained in ways other than the formal one, which also regulates the evaluation and certification of the competences obtained in informal and formal ways (adopted through the Order no. 4543/468 from 23 August 2004, <http://www.cnfpa.ro>).

In order to enable access to the professional training programmes organised by the National Employment Agency, and to stimulate the participation in the professional workshops, Law no [76/2002](#) (concerning the unemployment insurances system and the stimulation of the employment procedures system) has been modified and afterwards enacted, increasing the number of professions that can be financially stimulated to follow training workshops. At present the government is working on a law concerning apprenticeship in the workplace (Law no [53/2003](#)). The Work Code, with its changes, underlines employers' obligations to offer access for their employees to professional training. However, not all employers are sufficiently interested in following these laws.

Any comment on the effectiveness of the activity

At present Romania is going through an accelerated process of social and economic change and the government is supporting these changes. The government has created a programme to develop the human resources, and the tasks that must be achieved are described thus:

"The legislation that was adopted concerning the continuous professional training all along the adults life took into account the access to training opportunities of adults, of people searching for a job, reformation of the system of professional updating of initial training by introducing the European ideas concerning the assurance of the quality, decentralization, social partnership and system transparency, as well as the institutional enforcement that was required" (www.fru.ro).

As a result, a significant number of employees and unemployed people must follow training courses, in order to get new competencies and abilities in the fields where they are employed or where they want to get a job.

In the less economically developed areas, professional training is usually undertaken in the workplace. Any form of professional training is regarded as an opportunity to advance in a person's career. Even though the Work Code underlines the obligation of the employers to elaborate yearly plans of professional training in collaboration with the trade unions, or, if possible, with the representatives of the employees, this is not done on a large scale, because employers want to reduce their expenditure in the workplace. This is the reason why the expenses regarding professional training are mostly covered by the individual.

In January 2004 the process of authorisation of the providers of adult professional training started. By 2005, there were 856 providers of professional training recognised for 2307 professional training programmes. From these 2307, 1887 licenses were for qualification trainings, 177 for initiation and 75 for specialisation. The reduction of the authorisation fee from three net wages to two minimum gross wages in October 2004 led to the increase in the authorised providers of professional training.

One of the most important sources of finance concerning development of human resources and professional training remains the European Community projects. The European Community has started and financed many programs: Phare: RICOP, which is part of the Economic and Social Cohesion Phare Programs for Human Resources. Romania takes part in the communitarian programme Leonardo da Vinci, which follows the improvement of the quality, innovative character and the European dimension of the practice and of continuous professional training systems.

Example of good practice

There are not so many situations to report in order to present some examples of good practice concerning the cooperation between university and Trade Union at national level. However, there are some good examples of some training incentives in Master programmes in the field of Quality management and Business Administration for our own staff developed within the Department of European Integration in the last 4 years and in some of our centres. In Romania, one of the universities which has been promoting for some years different forms of LLL including online is SNSPA, www.snspe.ro, although the development of LLL is here dictated by the market demand in some special fields e.g.: management, communication, etc. In our university however there are some incentives for LLL in: Center for Education and Continuous Training for textile industry, www.cetex.ro; Regional Learning Center for Public and Private Business, <http://www.criap2.tuiasi.ro/>. Since 2000 the Learning Department for Academic Staff <http://www.tuiasi.ro/index.php?page=35> has been a resource for our own teaching staff.

Any issues for future development of collaborative working

We appreciate that although the public interest is growing towards registering of employees in new training modules and generally the enhancement of continuous training (especially in fields such as quality management, business administration, etc) the future development could be stimulated first by legislation that recognises all forms of education - continuous, LLL, formal or informal learning.

Identification of any potential opportunities for future collaboration either with new partners or with new activities

It is obvious that in order to align Romania with European standards concerning employee status, several changes are required and also conception of a plan of action that outlines the tasks to be achieved. The government is working in this direction and it has supported the compilation of the Legislation Framework of the Adult Professional Training, With European Support for Continuous Professional Development (<http://www.fru.ro>).

Important changes are required concerning the legislation, because the trade unions face the following problems:

- Insufficient legislative provisions to recognise prior training and creating a system of involving credits.
- Employers' constraints and inflexible interpretation of the Work Code
- Insufficient coherence among the laws that regulates the initial professional training and the continuous professional training.
- The lack of a continuous professional system, flexible and modular, based on competences.

At the same time, the organisational structures must find responsible solutions, at present being identified, to tackle the following:

- The insufficient involvement of the social partners in developing the professional training
- The lack of the organisational framework in establishing the sector committees with decision-making powers and charging them to create the qualification standards, the analysis of the professional updating needs, etc.
- The insufficient administrative capacity of the information, counseling and professional orientation services
- The frail financing of the continuous professional training programmes

The conclusion concerning the expansion of the **Tulip** project for the year 2009- 2010 is that of the necessity to create opportunities of future collaborations within the European programmes with partners from countries where continuous professional training is well established, so that in Romania also the creating and training of the employed staff could function at the desired level.

Conclusions

Taking into account the Report on Romania's Achievements within the Lisbon Strategic Agenda, "**Making Lifelong Learning a Reality: Chart 1.3: Participation of adults in lifelong learning (d) 2000, 2007**" (page 26) the country's objective for LLL is to ensure by 2010 an average percentage of trained adults population of 12.5% (aged 25 - 64 years) who are involved in a form of LLL. Unfortunately, in the case of Romania this percentage was 1.3% in 2007 which places Romania (from this point of view) in the last position among EU States.

(http://ec.europa.eu/education/policies/2010/progressreport_en.htm)

Using the results of this project we would like to extend the project concept and ideas by:

- strengthening institutionally the organisation of LLL programmes for learners who are in Trade Union members by contributing knowledge gained to the establishment of a new department/centre especially dedicated to the trade unions for developing new modules of LLL for the employers at TUIasi and within the Iasi community.
- by involving a critical mass of staff with some experience in European projects in order to encourage and develop trainers and managers for engagement in the lifelong learning modules required at regional or local level.

The following websites are sources of information:

<http://www.almamater.ro/index.shtml>

<http://www.fru.ro>

<http://www.codulmuncii.ro>

<http://ec.europa.eu>

<http://www.leonardo.ro/utile.html>

<http://www.ec.europa.eu/education>

http://ec.europa.eu/education/policies/2010/progressreport_en.html

<http://www.legislatiamuncii.ro/Codul-muncii-actualizat-2007.html>

<http://www.cnfpa.ro>

<http://www.mmuncii.ro>

<http://www.cetex.ro>

[http://www.criap2.tuiasi.ro/.](http://www.criap2.tuiasi.ro/)

<http://www.tuiasi.ro/index.php?page=35>

A glossary of terms:

- Continuous Education- educație continuă
- LLL – Life Long Learning- educație continuă
- Vocational training- educație vocațională
- Professional training- educație profesională
- Master programme- program de masterat
- Learning module certification- certificat de educație pe module
- Certification of professional training- certificat de educație profesională