



Researcher Mental Health Overview in Romania



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Romania / ReMO community project: policy {background} briefs across countries

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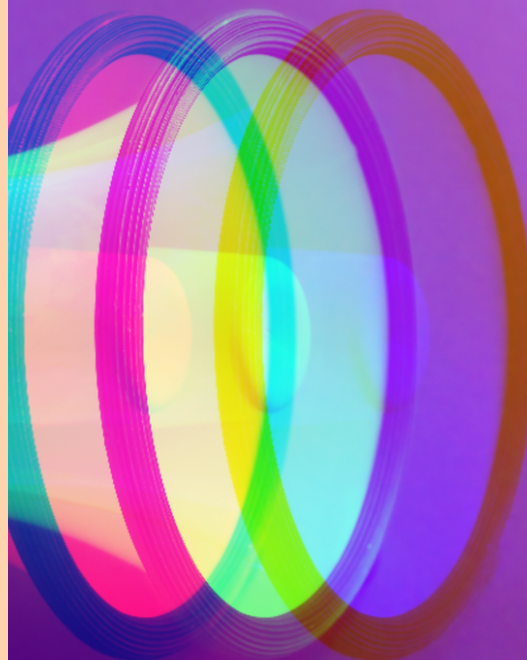
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WHAT IS IN THE NEWS?

Over 20 Romanian institutions already signed the CoARA (Coalition for Advancing Research Assessment) which promotes diversity, inclusiveness and collaboration in research [1].



UUEFISCDI released the report entitled “**Doctoral studies in Romania: challenges and opportunities**”, based on mixed-methods data collected in 2021. The report highlights the importance of well-being and mental health of doctoral researchers and gives several recommendations to improve it, including role clarification, support policies, developing practice communities, developing the sense of belonging to the community, encouraging transversal skills, implementing a one-year trial program in universities, improving the quality of the coordination process, creating an academic advisor position within every university/faculty to support doctoral researchers [2].

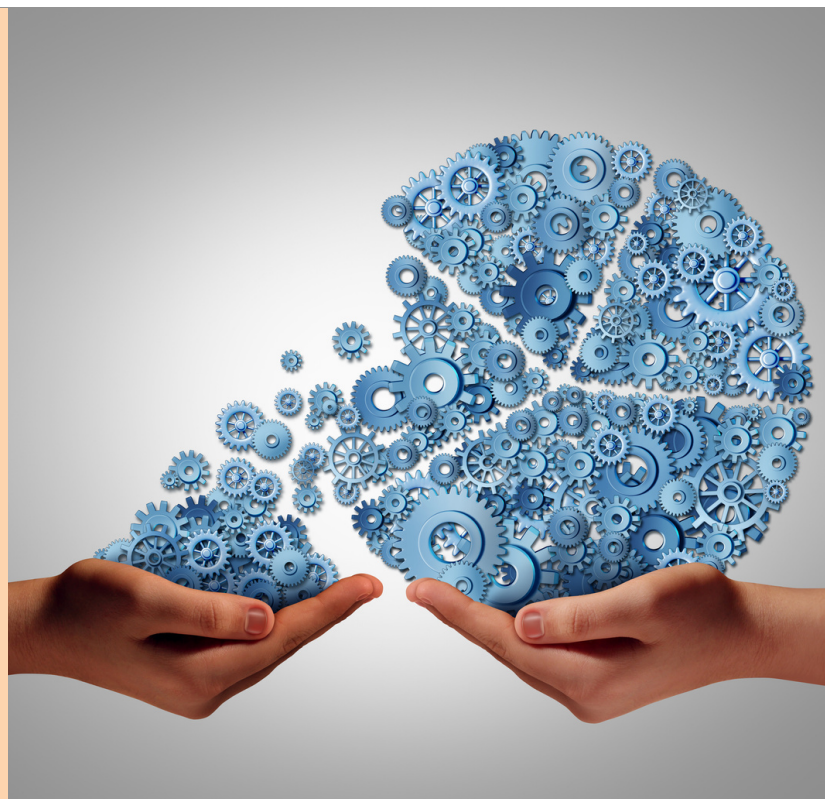
Improving performance, developing research infrastructure and increasing the absorption of funds seem to be the most pressing matters at a national level.

At Alexandru Ioan Cuza of Iasi, there is a programe developed as part of an international project, that implies designing and implementing studies about healthy campus, with the general objective to identify and increase students’ and staff’ mental health and well-being. In this project, that were implemented peer counselling labs for students. Some preliminary results of the studies were published in the article Physical and mental health in a sample of Romanian students, published in the Scientific Annals of Alexandru Ioan Cuza University of Iasi. Sociology and Social Work Section, July 2022.

[1] <https://coara.eu/agreement/signatories/?category%5B0%5D=romania#signatories>

[2] UUEFISCDI (2022). STUDII DOCTORALE ÎN ROMÂNIA: Provocări și oportunități. <https://uefiscdi.gov.ro/>

FUNDING FOR RESEARCH AND ACADEMIA



According to the **National Institute of Statistics** from Romania, in 2020, the research and development budget was 0.47% of the national GDP (0.28% in the private sector and 0.19% in the public sector). A total of approximately 1 billion euros was spent, with enterprises providing the most money (52.8%), followed by public funds (32.9%) and sources from abroad (10.89%). Higher education units received 66.8% of the funding from public sources [3].

The **Eurostat report** regarding government budget allocation for research and development in 2021 placed Romania as the last EU country, with only 19 euro/person, much lower compared to the EU average (244 euro/person)[4].

Romania has a national funding government institution called UEFISCDI (the Executive Unit for Financing Higher Education, Research, Development and Innovation), managed by the National Ministry of Education. This institution organises funding competitions and monitors the project implementation. Overall, it manages 22% of all the funds dedicated to research, development and innovation [5, 6].

The most recent **National Plan for Research, Development and Innovation** (PNCDI IV) established the national strategy for 2022-2027. According to this plan, in the coming years, Romania will focus on the following projects [7]:

[3]https://insse.ro/cms/sites/default/files/com_presa/com_pdf/activ_cd20r.pdf

[4]<https://ec.europa.eu/eurostat/web/products-eurostat-news/-/ddn-20220803-1>

[5]<https://www.edu.ro/sistem-national-cercetare>

[6]<https://uefiscdi.gov.ro/prezentare-institutionala>

[7]<https://www.research.gov.ro/uploads/programe-nationale/pc-cdi-iv/hg-aprobare-pncdi-iv.pdf>

1. *Advanced studies and research platform* - developing a national virtual platform with multiple hubs for excellence in various research fields.
2. *Exploratory research projects* - sustaining and promoting fundamental and exploratory research in Romania.
3. *Complex frontier research projects* - encouraging the development of new methods, techniques and unconventional investigations on interdisciplinary research matters.
4. *European Research Council (ERC) projects* - identifying and supporting Romanian researchers with excellent results in ERC competitions (Starting Grant, Consolidator Grant, Advanced Grant).
5. *Exploratory workshops* - developing new directions in scientific research by promoting international research collaboration and knowledge transferability from one field to another.

The PNCDI IV includes funding for 10 major RDI programs, with a total budget of over 12 billion euros to be spent between 2022 and 2030. The budget distribution for each program is provided in the table below:

PROGRAMME NAME	BUDGET (IN %)
Ideas	10-20%
Human Resources	5-10%
Performance Research Organisations	5-19%
Nucleus	20-30%
Research Infrastructures	10-15%
Challenges	15-25%
Innovation Partnerships	10-20%
European and International Cooperation	5-15%
Research in Strategic Interest Domains	5-15%
Science and Society	3-5%

UEFISCDI (the Executive Unit for Financing Higher Education, Research, Development and Innovation) also offer some awards for the results of scientific activities disseminated in articles published in journals indexed by Web of Science, in the Q1 and Q2 area. The competition is called the Awards of Research Results. Thus, each year, the researchers had the opportunity to submit their articles for receiving an award. However, last year (2022) was the first year when the competition was not launched. Instead of launching the competition, The Ministry of Research, Innovation and Digitization, through UEFISCDI, submitted for consultation the draft Information Package for the next competitions. The proposals and observations regarding the content of the document could be sent by the end of November 2022. The final content was not published yet.

In the proposal, there was an increase in the amount offered for the published articles (from 2000 RON to 2500 RON for articles in the Q2 area, and from 6000 RON to 7000 RON for articles in the Q1 area). Another change is related to the frequency of periods when the competition is opened. In the last competitions, there was a single period each year, when the researchers had the possibility to submit their published articles from that year or from the previous one, that were not awarded (the award is offered only when the article is visible on the Web of Science database). In the current draft of the Information Package, it is mentioned that the submission of applications for awards will be continuous, with intermediate stages of evaluation and publication of the results. However, until finalizing the Information Package, there was one year without this annual competition [8].

At the end of 2022, the Ministry of Research, Innovation and Digitization launched for the first time the research and innovation awards for individual researchers and research teams – both young (under 40) and experienced. For each category, the jury will select three finalists and a grand winner, who will be announced during the Gala that will take place on 30 January 2023. The award will recognize exceptional results in the field of research, and applied projects, as well as the potential to anticipate and address the challenges of the future. This is the only information available about this competition [9].

Between April 10 and 13, 2023, a new edition of the conference "Smart diaspora - diaspora in higher education, science, innovation and entrepreneurship. Diaspora and its friends" will be organized in Timișoara, under the High Patronage of the President of Romania and the aegis of the Government of Romania, the Ministry of Education and the Ministry of Research, Innovation and Digitization, by the Timișoara University Alliance (ATU), UEFISCDI with the participation of the Romanian Academy. Within the conference, a series of exploratory workshops are planned with the aim of initiating scientific collaborations between Romanian researchers and those from the diaspora, in order to approach and promote new research directions and to involve students, PhD students and young researchers in current scientific activities on an international level [10].

[8]https://www.uaic.ro/noutati_cercetare/consultare-publica-pachet-informatii-premierea-rezultatelor-cercetarii-articole-web-of-science-28-10-22/

[9]<https://galacercetarii.research.gov.ro/#inscriere>

[10]<https://diaspora-stiintifica.ro/>

PERSONA OF THE RESEARCHER ON THE CAREER LADDER IN THE COUNTRY



According to the **Romanian policy brief** [11] regarding doctoral researchers, issued in 2021, several key points can be mentioned:

- Between 2015 and 2020, the number of doctoral researchers grew by 23%, reaching 20651 persons.
- The increase is mostly observed at the level of studies with reduced frequency.
- In the academic year 2019-2020, over a quarter of doctoral students extended their studies. Approximately 8% abandoned their doctoral studies in the third year.
- The prevalence of international doctoral researchers was about 5%.
- Almost all doctoral researchers (99.02%) accessed programs in the Romanian language.
- Almost 80% of doctoral researchers conducted their research in the 20 following universities:
 1. Polytechnic University of Bucharest
 2. University of Bucharest
 3. "Carol Davila" University of Medicine and Pharmacy
 4. "Babes-Bolyai" University of Cluj-Napoca
 5. Academy of Economic Studies of Bucharest
 6. "Alexandru Ioan Cuza" University of Iasi
 7. Technical University of Cluj-Napoca
 8. West University of Timisoara
 9. "Gheorghe Asachi" Technical University of Iasi
 10. "Victor Babes" University of Medicine and Pharmacy from Timisoara
 11. Transylvania University of Brasov
 12. Valahia University of Targoviste
 13. Polytechnic University of Timisoara

- Bucharest Technical University of Construction
- Craiova University
- “Lucian Blaga” University from Sibiu
- “Iuliu Hatieganu” University of Medicine and Pharmacy from Cluj-Napoca
- “Ovidius” University of Constanta
- “Grigore T. Popa” University of Medicine and Pharmacy from Iasi
- Oradea University

Eurostat reports indicate that the number of **Romanian researchers with full-time jobs** has increased from approximately 17000 in 2011 to almost 20000 in 2021, most of them being concentrated in the business enterprise sector, followed by government and higher education sectors. They are also gender-balanced, with approximately 46% of women active in research. The gender situation is similar in doctoral researchers as well. The good news is that gender equity is a priority for the academic environment and for UEFISCDI [12]. Still, the R&D personnel remains very low in Romania, with only 0.4% of the total employment personnel working in research [13].

Regarding age distribution, the situation is relatively balanced, as follows [14]:

AGE GROUP	PERCENTAGES OF TOTAL RESEARCHERS
25-34	16% in universities and 21% in the government sector
35-44	35% in universities and 29% in the government sector
45-54	28% in universities and 24% in the government sector
55-64	17% in each category
Over 65	4% in universities and 8% in the government sector

Current policies are aiming at lowering the dropout rate in doctoral studies, supporting students from vulnerable populations (e.g., low socio-economical status, Roma minority, women in STEM) to start their doctoral studies and supporting doctoral researchers to finish their work without extensions.

[12]<https://uefiscdi.gov.ro/plan-egalitate-de-gen-uefiscdi>

[13]https://ec.europa.eu/eurostat/statistics-explained/index.php?title=R%26D_personnel#R.26D_personnel

[14]https://ec.europa.eu/research-and-innovation/sites/default/files/rio/report/PSF-RO-Final-Report_03.06.2022.pdf

ACADEMIC SYSTEM IN THE COUNTRY



At a system level, the **Ministry of National Education**, through the National Authority for Scientific Research and Innovation (ANCSI), manages the national system of scientific research, technological development and innovation. The national research and development system is made up of all the units and institutions of public law and private law with legal personality, which have research and development as their object of activity.

The research, development and innovation (RDI) system includes:

- 263 public RDI organisations and
- approximately 600 enterprises.

Among the public organisations:

- 56 are public universities,
- 46 are national research and development institutes (of those, 43 are coordinated by the Ministry of Education and Culture),
- 65 are research institutions and centres of the Romanian Academy.

The National Network for Innovation and Technology Transfer (ReNITT) includes 50 specific organisations: technology transfer centres, technology information centres, technology and business incubators, and 4 science and technology parks [15].

Based on the status of the universities, in Romania, there are 46 civil public institutions, 7 military public institutions, 34 private institutions with accreditation of functioning, and 5 private institutions with accreditation of temporarily functioning [16].

[15] <https://www.edu.ro/sistem-national-cercetare>

[16] https://www.edu.ro/institutii%20inv_superior%20particulare%20autorizate%20provizoriu

CAREER TRACK FOR RESEARCHER IN THE COUNTRY



In Romania, the **general career track** for researchers who also hold teaching positions in the universities is:

- (1) doctoral researcher and/or teaching assistant at the university;
- (2) lecturer at the university;
- (3) postdoctoral researcher and/or assistant professor;
- (4) associate professor;
- (5) full professorship.

In certain domains or institutions where the person holds only research positions, the following career track is used:

1. research assistant,
2. scientific researcher (equivalent to a teaching assistant),
3. CS III (scientific researcher, third degree - equivalent to lecturer),
4. CS II (scientific researcher, second degree - equivalent to associate professor),
5. CS I (scientific researcher first degree - equivalent to university professor) [17].

Doctoral researchers have temporary **employment contracts** (usually 3 years). Lecturers may have temporary or permanent employment contracts. Higher-level positions are generally characterised by permanent employment contracts. Persons hired only for research positions usually have project-based contracts, which instils a feeling of uncertainty regarding the professional future.

Advancement in the academic career is achieved through contests published in the national Official Monitor, for which any person who meets the minimum performance standards can apply. The minimal performance standards in academia are established by CNADTCU (National Council for the Attestation of University Titles, Diplomas and Certificates) and are different for each field of study and academic level. Depending on the field and the academic level, more emphasis can be placed on the publishing activity (articles in international journals with an impact factor, book chapters, books at international or national prestigious publishing houses), on project management or on patents [18].

Even from high school, pupils who perform at the national olympiads in different fields automatically enter the faculty, in the respective specialisation. Also, UEFISCDI periodically organises the Young Researcher Scholarship (BT) [19] competition, by which pupils are encouraged to choose a research career. On a non-formal level, NGOs promote science for children, and young people and advocate for research careers [20].

Early career researchers (ERCs) are usually within 8 years of the PhD award. At the national level, UEFISCDI regularly opens funding competitions, some intended for ERC, others for which all researchers are eligible. For example, the Postdoctoral research projects (PD) [21] and Research projects to stimulate young independent teams (TE) [22] competitions are dedicated to ERCs.

Emigration is a big social issue in Romania, with almost 10 million Romanians living in other countries [23] and around 3.6 million living in OECD countries [24]. An emigrant is a person who went abroad for at least 12 months. This means she is having regular residence abroad (apart from things like loisir, vacation, visits to friends and relatives, business, pilgrimage, and medical treatment). An immigrant is a term used for foreign citizens who came to Romania for at least 12 months or more, and for Romanian citizens - someone who came back for at least 12 months after being at least 12 months abroad. Although most Romanian immigrants work in low-skilled jobs, the brain drain phenomenon is becoming more prominent, especially in the health domain [25, 26, 27]. Lack of well-paid job opportunities (especially in research), lack of research funding and corruption are the main factors driving people away.

[18] http://www.cnatdcur.ro/wp-content/uploads/2017/10/anexa-ordin-6.129_2016-standarde-minimale_0.pdf

[19] <https://uefiscdi.gov.ro/bursa-tanarului-cercetator>

[20] <https://www.facebook.com/ScienceOngoing>

[21] <https://uefiscdi.gov.ro/proiecte-de-cercetare-postdoctorala>

[22] <https://uefiscdi.gov.ro/proiecte-de-cercetare-pentru-stimularea-tinerelor-echipe-independente>

[23] <https://romania.europalibera.org/a/ministrul-pentru-diaspora-9-7-milioane-de-romani-traiesc-in-afara-granitelor-tarii-iar-mai-mult-de-jumatate-sunt-in-diaspora/30073056.html>

[24] <https://www.oecd-ilibrary.org/sites/27927b96-en/index.html?itemId=/content/component/27927b96-en>

[25] <https://journalofcommunication.ro/index.php/journalofcommunication/article/view/259>

[26] https://ceswp.uaic.ro/articles/CESWP2020_XII4_GAV.pdf

[27] <https://onlinelibrary.wiley.com/doi/abs/10.1111/appy.12498>

National Research Development and Innovation Plan 2022-2027 published by the MINISTRY OF RESEARCH, INNOVATION AND DIGITALIZATION [28] presents the Subprogramm Start in Research. This subprogramme includes the following types of projects designed to offer support to young researchers:

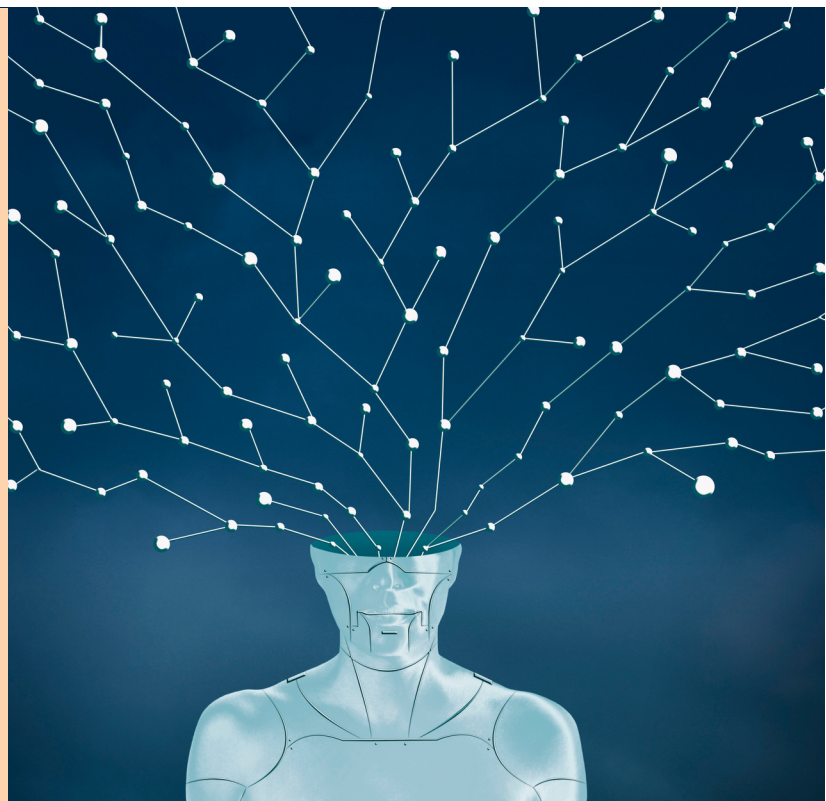
- **Doctoral fellowship for international mobility** for doctoral students in their second year of study, for a period of 9 months; the objective of the project is to support young researchers to succeed in finalizing their theses and to facilitate access to scientific infrastructure.
- **Postdoctoral research projects for supporting young researchers**, and doctors of science, in order to continue the research activities initiated during the doctoral studies; the project has a duration between 12-24 months and the project leaders are supervised by a mentor.
- **Research projects to stimulate young independent teams** (at least three members) with the aim to support young researchers, and doctors in science, after establishing an independent research program. The duration of the project is between 18 and 24 months.
- **"Stefan Odobleja" research grants** aim to stimulate the research performance of young Romanian doctoral students and post-doctoral students, by increasing the number of research grants awarded on a competitive basis, by existing, internationally recognized programs.
- **"Simion Mehedinți" research grants** stimulate excellence in Romanian research, by ensuring adequate conditions for researchers from Romania, who have benefited from a research internship abroad and are currently receiving a reintegration grant, awarded by the Alexander von Humboldt Foundation (Germany) or by a another financial institution from abroad.
- **"Spiru Haret" research grants** stimulate young Romanian doctoral and postdoctoral students to carry out interdisciplinary research aimed at the Romanian diaspora.
- **Certificates of excellence Marie Skłodowska - Curie** affirms the prestige of Romanian scientific research at the international level, by identifying and supporting researchers, with excellent results obtained in the competitions associated with the Marie Skłodowska - Curie actions, who obtained MSCA Certificates of Excellence, having a host institution in Romania.
- The first job in the national CDI system aims to support high-performing public law research organisations to attract young master's/ doctorate graduates to the national research system, by ensuring their salary costs for a maximum period of 24 months.
- Periodically, there are projects to support young researchers and PhD students through grants and training courses under the Human Capital Operational Programme [29, 30].

[28] <https://www.old.research.gov.ro/ro/articol/5996/programe-br-na-ionale-planul-na-ional-de-cercetare-dezvoltare-i-inovare-2022-2027>

[29] <https://mfe.gov.ro/pocu-apelul-de-proiecte-sprijin-pentru-doctoranzi-si-cercetatori-post-doctorat/>

[30] <https://fondurieuropene.centre.ubbcluj.ro/cercetator-viitor-antreprenor-noua-generatie/>

CLIMATE AROUND MENTAL HEALTH AND WELL-BEING - IN GENERAL AND IN ACADEMIA



At this moment, there are no national mental health campaigns dedicated to researchers and no official reports on the mental status of Romanian researchers. The general public awareness of the topic is very low. At local levels, television, NGOs and medical institutions promote mental health in the general population through small educational materials (such as articles, podcasts, and TV shows).

In Romania, there is no unified system of reporting mental and behavioural conditions at a national level, so the general belief is that available statistics do not reflect the reality in the field. WHO reports indicate a general prevalence of 5% for depression and 3.7% for anxiety disorders in 2015 [31]. According to the Global Burden of Disease Study 2019, environmental factors related to mental health conditions are in the top 10 risks contributing to DALYs (daily-adjusted life years): tobacco, dietary risks and alcohol use [32].

Getting back to mental health in Romanian academia, the literature is very scarce. The sources available so far tangentially talk about mental health problems. Instead, they emphasise the importance of well-being in academia, at all levels:

- Curaj, A., Salmi, J., & Hâj, C. M. (2022). Higher education in Romania: Overcoming challenges and embracing opportunities. Springer.
- Iordache-Platis, M. (2020). Strategy for well-being in universities: A Romanian higher education approach. Sustainability, 12(19), 8243. <https://doi.org/10.3390/su12198243>

[31] <https://apps.who.int/iris/bitstream/handle/10665/254610/WHO-MSD-MER-2017.2-eng.pdf>

[32] <https://www.healthdata.org/romania>

Survey data on mental health in academia is necessary.

Alexandru Ioan Cuza University of Iasi is a partner in the project „European Campus of City-Universities” – EC2U, together with other six universities: University of Jena (Germany), Pavia (Italy), Poitiers (France, project leader), Salamanca (Spain), Turku (Finland) and Coimbra (Portugal). Alexandru Ioan Cuza University in Iasi coordinates activities in education by creating, in collaboration with the other universities, a new interdisciplinary master's program - Lifelong well-being and Healthy Aging - and a Virtual Research Institute in the field of the third goal of the United Nations 2030 Agenda: Good Health and Well-Being [33].

As part of the Virtual Institute for Good Health and Well-being (GLADE), researchers implemented studies for measuring different dimensions of a healthy campus, as well as the prevalence of physical and mental health difficulties reported by the students and the staff of the universities. The results of the first round of data collection based on a sample of Romanian students were published [34]. The sample included 470 undergraduate students from Alexandru Ioan Cuza University of Iasi, most of them female (88.9%), enrolled in a bachelor's programme (n = 423, 90%) and in a master's programme (10%). Most of the participants are in the second year of study (68.5%) and 68.1% of the total sample reported that they have three online semesters of didactic activities at their university. Data collection was online, in June 2022, the students' participation being voluntary. The main objective of the study was to assess the factorial structure of a scale designed to measure health and well-being. The results revealed the existence of six factors: motivation for physical activity, general health (the items covers issues related to both physical and mental health), content with health offer promoted by the university, substance use, stress generated by using resources offered by the university (e.g., technology, scientific databases), social support from the university. The correlations between these factors showed that great motivation for physical activity is positively related to content with the health offer of the university and with social support received from the university. Further, general health is negatively related to stress. Social support is positively related to content with the health offer and also negatively related to stress. Some other results of the study, related to mental health and well-being are:

- In the area of general health, the symptoms with a high prevalence of occurrence are irregular heartbeat, intestinal symptoms, and sleeping problems, followed by anxiety symptoms;
- Concerning the stress generated by access to technology and internet, a low proportion of the sample reported a high level of stress (3% for access to software equipment and 9.8% for access to internet, 6.2% for access to computers, 10.6% for access to scientific databases, and 15.7% for access to scientific literature).

[33]<https://www.uaic.ro/international/proiectul-ec2u/>

[34]Măirean, C., Punei, M.O., Șoitu, D., Trimpop, R., Schmitz, L. (2022). Physical and mental health in a sample of Romanian students, Scientific Annals of Alexandru Ioan Cuza University of Iasi. Sociology and Social Work Section, <https://doi.org/10.47743/asas-2022-1-683>.

- Men reported significantly higher scores for general health, and lower scores for stress, compared to women. The differences between men and women concerning perceived social support from university are non-significant.

The data collection is in progress and the results will be disseminated in international journals. The main aim of the research activity is to identify factors related to mental health and well-being, in order to assure and promote a healthy campus in the university.

MENTAL HEALTH SUPPORT AND SERVICE SYSTEMS



In Romania, two health systems operate at the same time: **the public and the private one**. Most mental health services are accessed through the private system and people pay if they can afford it. Big organisations, such as corporations, pay for their employers' mental health services for a limited period of time, but not research state institutions.

However, in recent years, legislative progress has allowed the settlement of mental health services under certain conditions [35]. Mental health services in Romania are considered related to medical services which are covered by the National Health Insurance Agency. As such, if a person wants to benefit from free mental services, she needs to go first to a doctor who will recommend a psychological assessment and several psychological counselling sessions [36]. The process takes a while and this is a barrier to accessing this kind of service.

Additionally, these sessions are often not enough to help the person in need, but it is a first step. The demand exceeds the supply and there is the informal mentality that mental health services covered by the state are not as qualitative as those paid for.

Outside the national or private health system, there are NGOs that offer mental health services to vulnerable categories of the population (e.g., children and adults with disabilities; people living in low socio-economic environments). They get their money mostly from private sources.

[35] http://cas.cnas.ro/media/pageFiles/norme_metodologice_cnas_2015.pdf

[36] [http://cas.cnas.ro/casgorj/media/postFiles/Ordin%20397-836_2018%20\(actualizat%20cu%20Ordin%20MS-CNAS%20910-1161_2018\).pdf](http://cas.cnas.ro/casgorj/media/postFiles/Ordin%20397-836_2018%20(actualizat%20cu%20Ordin%20MS-CNAS%20910-1161_2018).pdf)

All Romanian **universities** are mandated to have a career and counselling office that is used by students, but not by staff members. Additionally, some universities opened clinics for psychological assistance (e.g., the University of Bucharest, Babes-Bolyai University). In theory, these services could also be used by staff members, but, in reality, they serve as a platform of practice for masters'/doctoral students to improve their psychological assistance skills. Another limitation is related to confidentiality and power imbalance, considering that those psychological counsellors are students of the Faculty of Psychology and will provide services to their colleagues. Therefore, doctoral students and university staff are not keen on accessing these services.

WORKPLACE OF ACADEMIA, EMPLOYMENT



Employment in Universities is governed by the Law of Education 1/2011. With this law first temporary employment was introduced. As such, permanent employment is only for holders of a doctoral title (before one could be even a lecturer with just being registered for a doctorate, and assistant even without). But permanent employment is possible immediately after a doctorate, as either lecturer or assistant.

Since 2018 for employment there are two different batches: competition for newly employed people and promotion for getting from one grade to the upper one. These positions and also the commissions judging the candidates are published in Monitorul Oficial. Usually, there is one month left for application and employment is rather fast. There are two deadlines in a year, for the first and the second term respectively. The CVs of the candidates are made public on the webpage of the university and of the Ministry of Education.

To work at a university apart from a doctorate also psychopedagogy training is required, in the form of a certificate to be obtained after one or two years of training (about 10 exams). Usually, there are about 11 hours of teaching per week and the rest is dedicated to research, which can be on additionally paid contracts won through competition. Holidays for teaching staff are 40 days a year - 62 calendar days, for August, Christmas, and Easter and one week between terms in February. Holidays for research staff are however 18-25 days a year depending on work age. Teaching staff can have a sabbatical depending on the rules of their own university. There is also associate teaching staff on pay by hour. Doctoral candidates are now assistants if they run the programme on a frequency basis, on determined time.

Apart from universities, researchers can also work in national institutes for research and development or in research institutes of the Romanian Academy. The hourly salary of a researcher is equivalent to that of the teaching staff with the same grade less the neuropsychological adaos for working with people across the whole country, although in big cities the cost of living is higher. Researchers at the Romanian Academy receive 15% more. In national institutes and at the Romanian Academy, governed by the law 319/2003 the old conditions on being scientific researcher III as a doctoral candidate and scientific researcher or research assistant even remained. All positions are permanent which are for titulaires. But there is also contract research staff on projects.

Up to lecturer and scientific researcher III the employing institution decides on it, after the ministry approves the vacant position. For associate and full professors as well as scientific researchers II and I, the papers need to be approved by a commission at the ministry CNADTCU.

State employees are health insured.

POLICY VIEW ON MENTAL HEALTH/ WELL-BEING



In line with the European regulations, Romania has a National Council for Combating Discrimination [37] and laws regarding the main types of discrimination in the workplace: gender, racial & ethnic, religion & beliefs, disability, sexual orientation, and age.

The regulations regarding discrimination of any type are very extensive and they can be divided into general and specific documents.

General national documents encouraging equality of chances and blaming discriminatory practices are:

- The Romanian Constitution
- The Administrative Code
- The Labor Code
- The Civil Code
- The Penal Code
- Law no. 95/2006 regarding health reforms
- Law no. 292/2011 regarding social care
- Law no. 448/2006 regarding the rights' protection of people with disabilities
- Law no. 1/2011 regarding the national education system
- Law no. 35/1997 regarding the organisation and functioning of the People's Advocate Institution
- Law no. 76/2002 regarding unemployment insurance and workforce encouragement
- Law no. 98/2016 regarding public acquisitions
- Law no. 504/2002 of audiovisual
- Law no. 544/2001 regarding free access to public interest information

[37]<https://www.cncd.ro/>

Specific national documents targeting discrimination are:

- Government Ordinance no. 137/2000 on the prevention and sanctioning of all forms of discrimination [38]
- Emergency ordinance no. 45/2020 for completing Government Ordinance no. 137/2000 on the prevention and sanctioning of all forms of discrimination [39]
- Law no. 167/2020 for the amendment and completion of Government Ordinance no. 137/2000 regarding the prevention and sanctioning of all forms of discrimination, as well as for completing art. 6 of Law no. 202/2002 regarding equal opportunities and treatment between women and men [40]
- Law no. 202/2002 regarding equal opportunities and treatment between women and men [41]

Workplace harassment is a crime punishable by imprisonment between 3 and 6 months or a fine (as stated in the Penal Code [42]). Moral harassment or mobbing is also regulated by law (Law no. 167/2020 [43]), but it is harder to prove in court. Usually, the employer will sue the workplace institution and needs to gather evidence of harassment. Institutions have anti-discrimination procedures, but there is no official evidence to track the effectiveness of these procedures.

The Mental Health Law (487/ 11th July 2002) regulates the status of mentally ill persons, and their rights for treatment and care [44].

[38] <https://www.cncd.ro/wp-content/uploads/2021/02/og-nr.-137-din-2000-republicata-2014.pdf>

[39] https://www.cncd.ro/wp-content/uploads/2021/02/OU-45_2020.pdf

[40] https://www.cncd.ro/wp-content/uploads/2021/02/Legea_167_2020.pdf

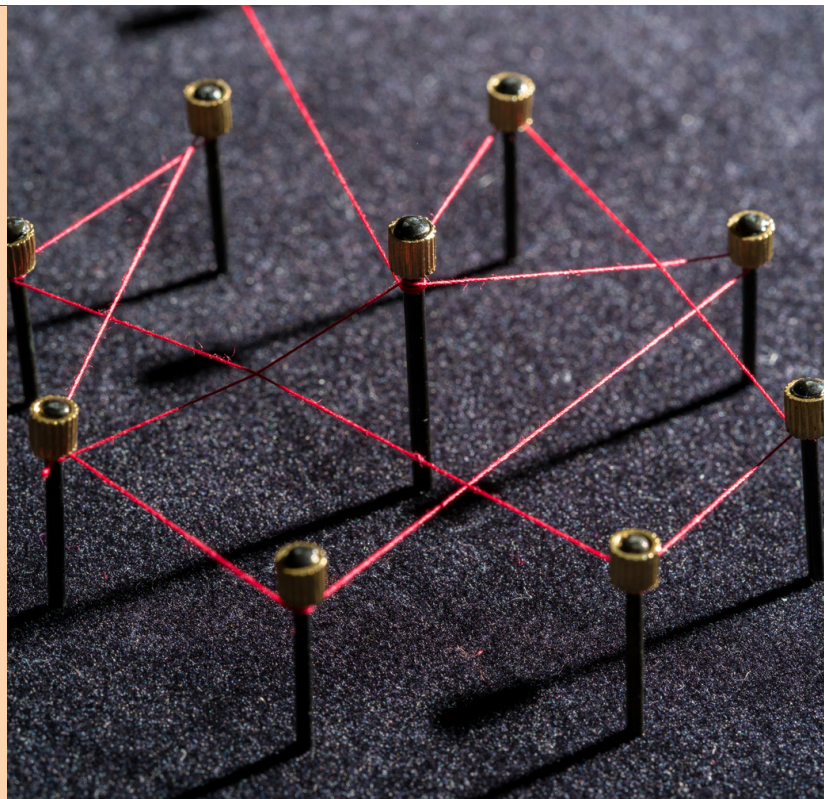
[41] https://www.cncd.ro/wp-content/uploads/2021/02/Legea-202_2002_actual.pdf

[42] <https://lege5.ro/gratuit/gezdmnrzgi/art-208-hartuirea-codul-penal?dp=gaytsojug4ztm>

[43] https://www.cncd.ro/wp-content/uploads/2021/02/Legea_167_2020.pdf

[44] <https://legislatie.just.ro/Public/DetaliuDocument/37898>

STAKEHOLDERS AND POLICIES



The participation of Romanian researchers in European research projects for international partnerships is supported by The Ministry of Education and Scientific Research through the National Authority for Scientific Research and Innovation and other financing institutions. Higher education institutions and national research institutes conduct research activities in Romania. These institutions follow the implementation of the Strategy and National Plan for Research, Development and Innovation 2014-2020 (RDI). The RDI system in Romania aims at developing Science and Technology in order to improve social quality and to increase economy and knowledge.

The National Coordinators for research in Romania are the Executive Agency for Higher Education, Research, Development and Innovation Funding and The Ministry of Research, Innovation and Digitization.

Six Romanian organizations received the HR Excellence in Research award: Ovidius University of Constanța (2019), Bucharest University of Economic Studies (2020), Spiru Haret University (2013), Politehnica University of Bucharest (2020), Babes-Bolyai University (2018), Alexandru Ioan Cuza University of Iasi (2014) [45].

In Romania, 29 organizations have endorsed the Charter & Code principles (8 national institutes and 21 universities), adhering to the same rights and obligations as in any European country [46, 47].

[45]<https://euraxess.ec.europa.eu/jobs/hrs4r/awarded>

[46]<https://euraxess.ec.europa.eu/jobs/charter/declaration-endorsement>

[47]<https://www.euraxess.gov.ro/romania/romania-network>

EQUITY, DIVERSITY, INCLUSION, ACCESSIBILITY IN ACADEMIA



The Executive Agency for Higher Education, Research, Development and Innovation Funding (UEFISCDI) is a public entity of the Central Administration under the ultimate authority of the Ministry of Education and Research. The Executive Agency for Higher Education, Research, Development and Innovation Funding (UEFISCDI) is a public entity of the Central Administration under the ultimate authority of the Ministry of Research. UEFISCDI implemented, under the supervision of its advisory councils, four out of the six programs of the National Plan for Research, Development and Innovation 2007 - 2013 (PN II) and the PN III.

Contract research is being carried out under UEFISCDI.

UEFISCDI participated as partner at the submission of at least two proposals for gender equity, one being on the reserve list. Right now UEFISCDI provides a model of a gender equity plan for European applications.

[Plan de Egalitate de Gen | UEFISCDI](#)

National Research Development and Innovation Plan 2022-2027 published by the MINISTRY OF RESEARCH, INNOVATION AND DIGITALIZATION mentions the ethics in research as one of the important principle for the research plan. The activities that will be financed will be based on the respect for human dignity, freedom, equity, respect for human rights and gender equality.

NATIONAL CULTURE



According to Hofstede's 6-D Model for exploring national cultures, there are 6 main dimensions to consider: power distance, individualism, masculinity, uncertainty avoidance, long-term orientation, and indulgence [48, 49].

- On **power distance**, Romania scores very high (90), which means that people respect a hierarchical order, they prefer centralisation to be told what to do.
- On **individualism**, Romania scores low (30), which means that **collectivism** is appreciated. People take commitments to groups and protect their group members, loyalty being very important.
- **Masculinity** indicates the degree of competitiveness and achievement valued in that society. Romania is considered a relatively **feminine society**, where people work in order to get a living, they appreciate consensus, compromise and negotiation.
- **Uncertainty avoidance** is very high in Romania (score of 90), which favours rigid beliefs, behaviours and intolerant attitudes towards unorthodox ideas. People seem to have a strong need to work hard, to have rules (even if they are unworkable) and to keep the same things going.
- **Long-term orientation** considers normative societies (preference to maintain norms and not change) and pragmatic societies (preference for thrift and efforts as a way to prepare for the future). Romania is somewhere in the middle of these dimensions.
- On **indulgence**, Romania scores low (20) and it is considered a **Restraint** country. Such societies don't value leisure time, and have a tendency towards cynicism and pessimism. They feel restrained by social norms and, giving into their desires, seems wrong.

[48] <https://www.hofstede-insights.com/country-comparison/>

[49] <https://www.hofstede-insights.com/country-comparison/romania/>

