

Facultatea de Sociologie  
și Asistență Socială

Universitatea din București



# Strengthening the social work services workforce in Romania – a decade of evolution

Global Social Service Workforce Alliance 2023  
Symposium:  
A Decade of Progress, A Future of Promise

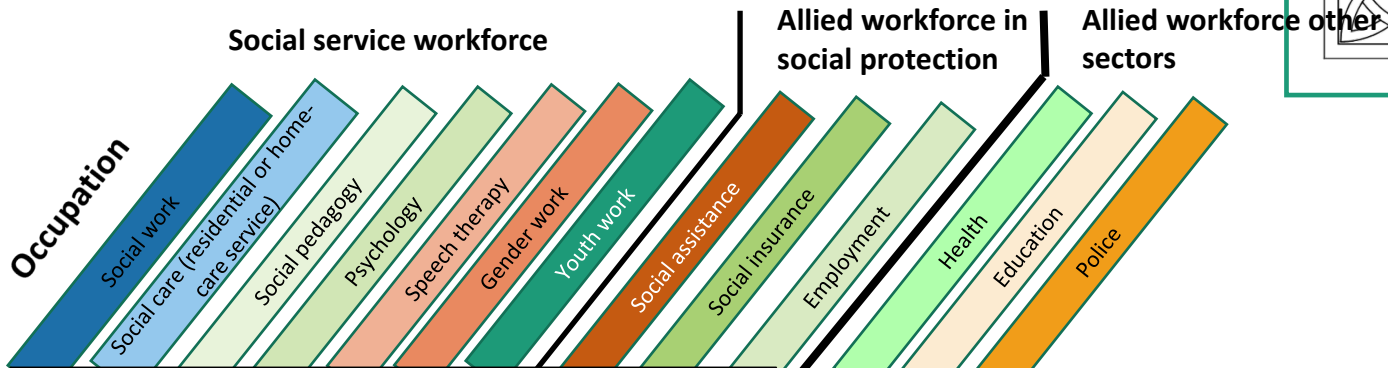
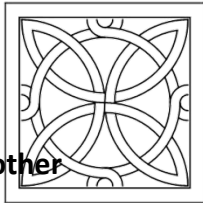
Florin Lazăr,  
University of Bucharest &  
National College of Social  
Workers from Romania



**COLEGIUL NAȚIONAL AL ASISTENȚILOR SOCIALI**

## Context

- 1929-1969 – **communism** – 1990 - present
- 3 decades after the fall of communism – still unqualified staff providing SW activities
- 2004 – law on the statute of social workers (466/2004)
- 2005 National College of Social Workers
- As a follow-up to the UNICEF Call to Action on Social Services Strengthening in Europe and Central Asia (ECA), Romanian Government committed to work towards having no longer unqualified professionals in roles requiring professional competencies by 2030 and a range of personnel deployed across a variety of social services will have right qualifications for the competencies and responsibilities of their position.



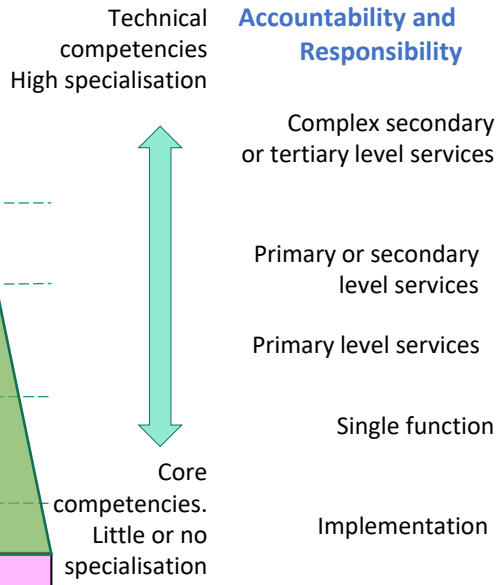
**S O C I A L   P R O T E C T I O N   S Y S T E M**

Statutory decision-making –requires high level social work competencies

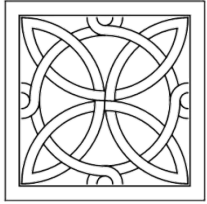
**Occupational Level and Qualification**

- 4 Professional / specialist (degree)
- 3 Junior Specialist (Diploma Professional)
- 2 Qualified Worker (Technical diploma)
- 1 Paraprofessional (Certificate)
- 0 Worker (Secondary education. Qualified by personal qualities and experience.)

**Common Core Competencies:** Interpersonal communication - building relationships of trust with individuals and groups \* Facilitation \* Knowledge of human rights and social ecological (individual, family, community) theories of human development \* Anti-discriminatory, gender equality and human rights-based practice in a range of contexts with diverse populations and groups \* Empowerment



# Accomplishments



- **A Social Work Research Commission within CNASR established - 2016**
- Profile of social workers in Romania – 2015
- Social work without social workers? - 2015
- The rebirth of a profession or what it's like to be a social worker in Romania - 2016
- Social workers in Romania: who, what, where, how? (2015-2017)
- Beyond sensational. The image of social workers in the mass media - 2018
- Strengthening the workforce in social work services in Romania (CNASR-UNICEF) – 2018-2022
  - AS competences
  - Legislative analysis
  - The code regarding the practice of the social worker
  - SIMAS (portal)
- The competences of the future in the social field
- UB Organisation: 10th European Social Work Research Conference - 2021 (online)
- Mapping – initiatives to incentivize the employment of SW in European countries - 2021
- Social Services Workforce Census – 2022-2023
- Mental health and resilience of social workers – from the pandemic and beyond (2022-2024)

asistență socială



Perspective asupra  
sistemului și serviciilor  
de asistență socială  
din România



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asistență socială

Florin Lazăr, Valentina Marinescu, Silvia Branea  
Colegiul Național al Asistenților Sociali din România  
Comisia de Cercetare în Asistență Socială

## DINCOLO de SENZAȚIONAL

Imaginea asistenților sociali  
din România în mass-media: 2010-2016



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DINCOLO de SENZAȚIONAL

Florin Lazăr, Valentina Marinescu, Silvia Branea



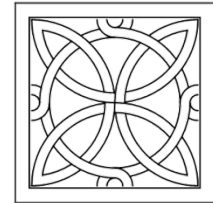
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COMPETENȚELE  
PROFESIONALE  
ale asistenților sociali



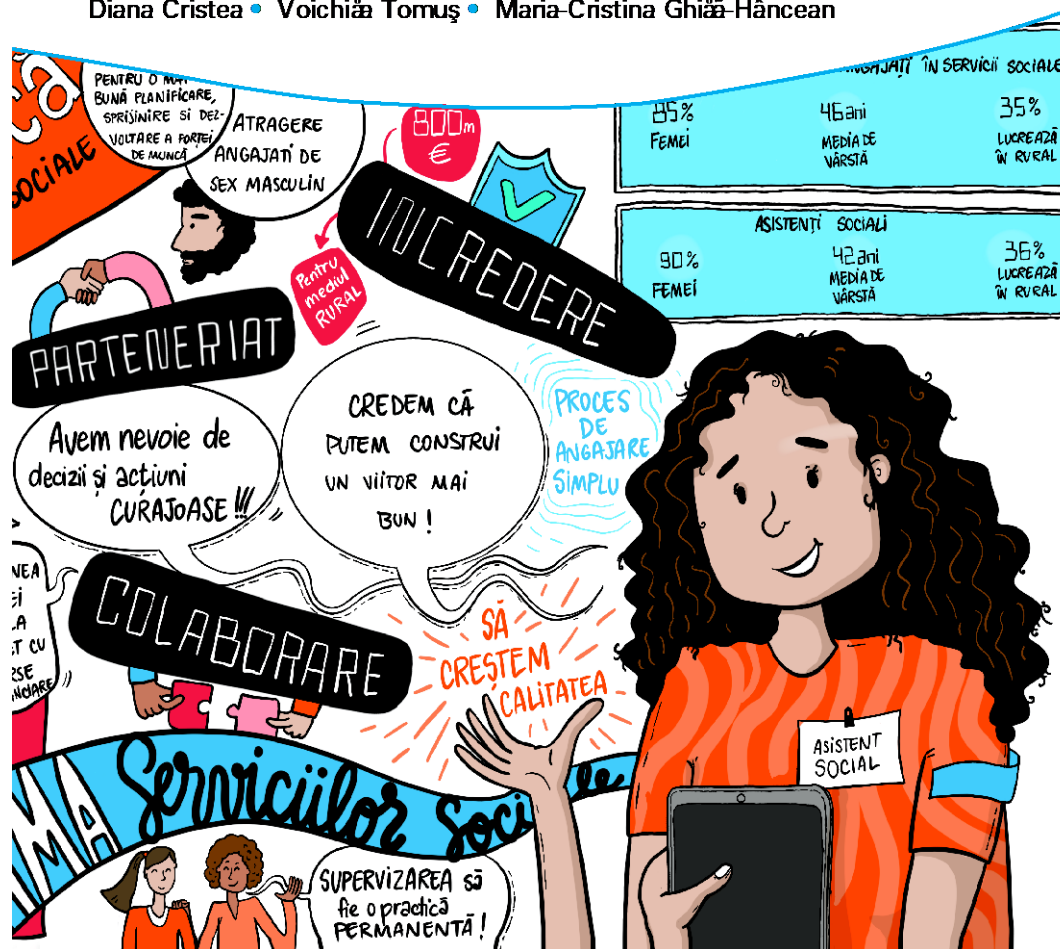
TRITONIC



# Recensământul forței de muncă din serviciile sociale din România

## Autori:

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Diana Cristea • Voichiță Tomuș • Maria-Cristina Ghiță-Hâncean

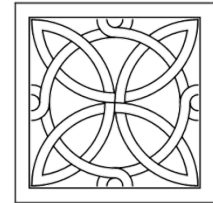




Asistenții sociali promovează și respectă diversitatea socială și culturală

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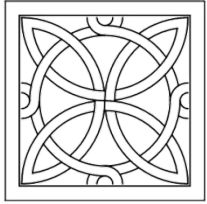
## Cod privind practica asistentului social



Co-funded by the Erasmus+ Programme of the European Union

**Portofoliul competențelor viitorului în domeniul social - 2030**

FUTURE STATION



# Challenges

- Unqualified staff performing specialized services
- Uneven distribution of qualified staff
- Case overloads
- Recruitment and retention
- Professional supervision
- Staff stress and burnout
- Continuous Professional Development



# Priorities

- The partnership between UNICEF and the National College for Social Workers (CNASR) focuses on the development of comprehensive long- medium- and short- term plans among others for
- i) **social service workforce strengthening** including actions for developing and supporting the workforce (e.g. retention, CPD, supervision);
- ii) **no longer having unqualified personnel** in positions requiring higher level competencies, especially child protection statutory decision-making positions;
- iii) **financial mechanisms** in place to underpin workforce planning to ensure equitable deployment of the social service workforce in hard to reach and excluded communities;
- iv) **gender, disability and ethnic balance** in the social service workforce at all levels;
- v) **incentives** to support deployment of social work and other professional specialist university students to excluded communities;
- vi) **adequate pay, working conditions and contractual terms** for social service workforce personnel that are commensurate with the health and education sectors;
- vii) recognizing that many of the social service workforce are **women**, ensure investments in workplace safety and dignity.

# ACKNOWLEDGEMENT

National College of Social Workers

UNICEF Romania



UNIVERSITY  
OF BUCHAREST  
— VIRTUTE ET SAPIENTIA

# Thank you

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