



## **The Social Service Workforce Census Using evidence to support workforce planning and development**

The National College of Social Workers in Romania (CNASR) in partnership with UNICEF and a research institute (Metro Media Transilvania) launched the first Social Service Workforce Census in Romania.

The research was carried out as a questionnaire-based sociological survey (1 April 2022 - 15 October 2022). The data was collected online (CAWI) and over the phone (CATI) based on a multi-stage approach that involved contacting public and private organizations/ institutions providing social services in Romania (in the field of social work or in related fields implementing activities that have a social impact, e.g. education, health, justice, police). 20,999 valid responses were collected, representing roughly one fourth of the social service employees reported by Eurostat for Romania (84,000 employees in residential services with and without accommodation, 2022).

Some of the most important findings of the report:

- low coverage (in terms of human resources) of rural areas: although almost half of Romania's population lives in rural areas, only a third of the participants to the study work in villages and communes;
- a worrying trend of an ageing social service workforce, with 56% of the participants to the study being over 46 years old;
- a feminisation of the social service workforce, given the higher share of women (87%) among social service employees;
- a stronger focus on human capital development through higher educational attainment among younger social service professionals, which also translates into higher employee expectations with regards to pay levels and professional development opportunities;
- a decrease in the share of those who choose to further their education as age increases, which could indicate employee demotivation over time;
- a disproportional distribution of the social services provision responsibilities among sectors, with the public sector being the main provider of welfare;

The report highlights several policy recommendations:

Employment and retention

- increase the number of entry-level positions
- instalment packages and benefits for those who take up work in rural areas

Education

- scholarships for students from rural or disadvantaged areas to work in rural areas upon graduation
- development of training opportunities aiming at strengthening the workforce

Practice

- create caseload standards assuring effective interventions and monitoring compliance



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- create mechanisms for extra pay for the cases exceeding the established caseload limits as a provisional measure allowing for exceptional requests to be handled in a flexible manner
- supporting development of social services in rural areas by independent social workers
- using data and evidence in national and local policy development.

The full report is available here:

<https://cnasr.ro/storage/app/media/Noutati/Studiu.Recensamant.interactiv.EN.pdf>

<https://www.unicef.org/romania/social-service-workforce-census>

CNASR is the regulatory body of social workers in Romania, established in 2005, representing at national and international level the interests of more than 13,000 social workers.

CNASR has the following main competences: develops and adopts the Code of ethics for the social worker, and also the related best practice guidelines for ethical principles; proposes to the ministry rules and regulations on social work; coordinates and supports the implementation of the rules and regulations of the College by social workers, public and private bodies in Romania; prepares continuous improvement trainings in social work; cooperates with ministries, institutions of central and local government, educational and research institutions, NGOs, traders and others; collaborates with similar bodies in other countries on issues of common interest.

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