

A LOOK AT HOW WORK LOAD QUOTAS ARE SET IN HIGHER EDUCATION

Elena-Mihaela FODOR*
Corina-Cristina BUZDUGAN**
Codruța-Ștefania JUCAN-POPOVICI***

*Motto: "Happiness in intelligent people is the rarest thing I know."
Ernest Hemingway, The Garden of Eden*

ABSTRACT: *Work is a part of our lives. If respect for human rights is important for the quality of life, it is certainly important in workplace interactions. The existence of quality regulations on all levels is essential to ensure respect for one's human rights. This article reviews international regulations related to work time and rest periods which pertain to the area of human rights regulations, as well as the fundamental rules in our national law. Setting the work load quota is a factor which, when correctly determined, ensures both the protection of employees against exploitation, as well as performance criteria. Higher education is a domain where intellectual creativity is an important part of the work result. Beside the time where physical presence before the students is necessary, a fraction of the work time is attributed to the activity of scientific research. Presence before the students entails various degrees of exertion, depending on the level of the study program, the type of the activity, and other criteria that are specific to the activity of teaching. In order to set the work load quota in a balanced manner, all factors that are specific to this activity must be kept in mind. This article presents, for the first time, the result of research on the manner in which the provisions of Law no. 1/2011 of national education on the teaching load, work time and rest periods have been transposed into university regulations, procedures and methodologies.*

KEY WORDS: *labor law; capping the work load; work time; higher education;*
JEL CODE: 31; 38

* Associate Professor, PhD, "Dimitrie Cantemir" University of Bucharest, Faculty of Law of Cluj-Napoca, attorney at law, member of the Bar Association of Cluj, ROMANIA.

** Associate Professor, PhD, "Dimitrie Cantemir" University of Bucharest, Faculty of Law of Cluj-Napoca, ROMANIA.

*** Assistant Professor, PhD, "Dimitrie Cantemir" University of Bucharest, Faculty of Law of Cluj-Napoca, attorney at law, member of the Bar Association of Cluj, ROMANIA.