

MULTIDIMENSIONAL ASPECTS OF WELL-BEING IN THE PUBLIC ADMINISTRATION

Aurel Mircea NIȚĂ*

ABSTRACT: *Happiness is based on two dimensions absolutely necessary for its accomplishment, namely: the individual and society. The happiness of a nation is reflected by its wellbeing, both material wealth, but especially spiritual. Article aims to define the concept of well-being from several perspectives: economical, sociological, psychological and political. The paper made a comparative analysis based on indices and indicators for two EU countries: UK and Romania. In Romania case, it has addressed the welfare index based on social progress. According to social development indicators, Romania shows strengths in the areas of nutrition and primary care (the same value of the indicator of social progress with other countries), access to information and education, but it should focus in the future on tolerance and inclusion variables. An instance of the following would be the case of Great Britain, which Constitution has nothing included regarding happiness, but this state has a National wellness measurement system since 2010, which is similar to Bhutan happiness measurement system, according to its Constitution.*

KEYWORDS: *Happiness, Spiritual wealth, Wellbeing, Index of progress*

JEL CODE: *I30*

1. INTRODUCTION

Often, well-being is conceived as a form of material wealth, although it is not limited to this, but also represents a philosophy of life, a way of life that illustrates the idea that state of good is ensured by attaining spiritual steps. These steps create soul fulfillment, joy of living.

May be distinguished the most important dimensions of well-being: *physical, emotional, spiritual, intellectual, social, and environmental* (George, Taylor-Gooby, 1996):

* Ec. PhD, Eng. PhD, National School of Political and Administrative Studies, Faculty of Public Administration, ROMANIA

- a) *physical well-being* is one that involves a healthy lifestyle with healthy diet and physical exercise; life can be healthy through a balanced diet, sufficient rest, relaxation breakst;
- b) *emotional well-being* signifies the care for our own feelings and behaviors, the foundation of this well-being consists in being optimistic, self-confident, control of emotions, expression of joy and happiness, keeping friendly relations;
- c) *spiritual well-being* is closely related to human morals and beliefs, ability to empathize, to love and help fellows, plus other features specific to spiritual intelligence (Francis Vaughn, 2002);
- d) *intellectual well-being* means receptivity to new, a critical thinking ability, a creative ability, desire to master new skills, acknowledgement;
- e) *social well-being* is proven by how individuals have relationships with others, the fellows in which they can trust, by developed communication skills, and abilities of external balancing on relationships with third parties;
- f) *environmental well-being* involves creating a good living space, appreciation of what nature provides.

Well-being, with its main aspects - material and spiritual - is the aim of all science with an applicative character, for each branch of economics, social sciences, law, politics etc.

Even if the concept of welfare has, as the essential element, the individual, whose needs are satisfied at different levels of welfare, "it represents an important goal at both the state government and in political organizations and international bodies. Those mentioned above deals primarily with economic well-being, precisely because it binds any problems of a society, but among their objectives are also identified those related to social protection, social security system, health, culture and education, on which depends the achieving of optimum called welfare"(Calinescu, 2005).

At the individual level, welfare is linked to many elements of which the most important are income, social security, the level of consumption, personal issues, such as "level of culture and education (which generates some spiritual needs), family, health, etc. All of these models based on an individual system needs, dependent on social environment with which the individual relates, the level of satisfaction depends directly on the position in the social hierarchy. This fact proves the emphasized subjective aspect of the assessment of individual welfare" (Marginean, 2004).

2. MATERIAL WELFARE IN THE CONSTITUTION OF ROMANIA

At the present, as results from the previous chapter, social policy has modern welfare state as a product, from these two concepts resulting specific activities related to the living conditions of both short-term and perspective.

The fundamental law of Romania, the Romanian Constitution from 29 October 2003 stipulates the essential aspects of welfare of individuals that make up the entire population.

Thus, material welfare of the people in any given society is primarily by the possibility that society offers them to work in order to obtain benefits they needed, personal and social employment respectively. In this sense, the Constitution states in Article 41:

(1) „The right to work can not be restricted. Choice of profession, trade or occupation, and the job is free.”

(2) „Employees have the rights to social protection measures. These regards employees' health and safety, working conditions for women and young people, establishing a minimum gross salary per country economy, weekend's breaks, paid annual vacation, work in special conditions, training, and other specific situations set by law.”

(4) „On equal work, women have equal pay with men.”

Regarding the right to work is the economic freedom of each individual, the possibility that every citizen of this country to do business in order to obtain financial benefits for himself and his family. Thus, according to art. 45 of the Constitution states: "The free access of persons to an economic activity, free enterprise, and their exercise under the law guaranteed.”

No doubt the material welfare of a country sets the standard of living of its citizens. Therefore, the Constitution states in Art. 47 paragraph.:

(1) „State is obliged to take measures of economic development and social protection, which would provide citizens a decent standard of living.”

(2) „Citizens have the right to pensions, paid maternity leave, medical care in public health centers, to unemployment benefits and other forms of public or private insurance provided by law ...”

But recently, in 1997 for the first time in human history, it was stated that there is a direct correlation between GDP and living standards and happiness (Jacques Delors, 1997). In this respect, there is an UN resolution which was adopted on a proposal from Bhutan State, which recognizes that happiness is an alienable right of man and is part of sustainable development policy (Resolution 65/309 of the UN General Assembly, 2011).

3. SPIRITUAL WELFARE IN THE CONSTITUTION OF ROMANIA

Spiritual welfare of Romanian citizens is guaranteed by the state. To be entirely one of law, the State is organized according to the balance of powers: legislative, executive and judicial. Thus to Art. 1 paragraph (4) of the Constitution, provides: "The State is organized according to the principle of separation and balance of powers - legislative, executive and judicial - within constitutional democracy.”

Legislative power is the power that determines which side of rights and obligations citizens have to agree related with human moral values, they indicate the direction and freedom to act in one way or another.

Executive power is the organ of state which owns functions of organization and at the same time to enforce the laws.

The judicial power has the role, when necessary, to establish the right of citizens to be paid after one dispute resolution. According to Art. 21 paragraph (1) of the Constitution it is stated that access to justice is free: "Any person can go to court to protect the rights, freedoms and legitimate interests." Without the balance of the three branches of government, there would be no unity of the Romanian people and citizen's solidarity is formed, which is stated in the Constitution.

In "Declaration of the Human Rights" it is specified concerning the security concept that "The aim of every political association is the preservation of the natural and inalienable rights of man. These rights are liberty, property, the right to security and

resistance to oppression.” In each generation rights (civil and political, economic and social - cultural and solidarity) could be saw "a *hard core*, which is the essence of those rights and should or should necessarily be included in all constitutions of the world, as fundamental rights and freedoms and a common interpretation and application possible”(Bahrin, 2012).

From ensuring the most effective individual security - security as a component field, and as a fundamental right and ensuring and providing the freedom, equality and dignity of the individual, shall be found a balance, especially as these are part of the same tough core of civil and political rights. These two concepts should not be seen as antithetical for the security (individual, collective or international), on the one hand, and human rights on the other hand, it must be complete and become mutually (Bahrin, 2012).

Individual spiritually welfare, is given clearly, by the access to culture for all citizens of this country. Thus, it is stated in the Constitution in Art. 33:

(1) „ Access to culture is free guaranteed under the law.”

(2) „ Person's freedom to develop their spirituality and access to national and universal cultural values can not be restricted.”

(3) „State shall ensure the maintenance of spiritual identity, supporting national culture, stimulating arts, protection and preservation of cultural heritage, contemporary creativity development, promotion of cultural and artistic values of Romania in the world.”

Article 82 concerning the validity of the mandate and taking of the oath states:

(1) The election of the President of Romania shall be validated by the Constitutional Court.

(2) The candidate whose election has been validated shall take before the Chamber of Deputies and the Senate, in joint session, the following oath:

"I swear to devote all my strength and abilities for the spiritual and material welfare of the Romanian people, to respect the Constitution and laws of the country, to defend democracy, fundamental rights and freedoms of citizens, sovereignty, independence, unity and territorial integrity. As be God help me!".

4. NEW WELFARE

„The way the concept of happiness evolved has been reviewed by the sociologist Peter Andrew (1921) in his work *Happiness Problem. Its ethical and sociological foundation*, which was developed in the first decade of the twentieth century. The author considers happiness "the mobile of all human actions as a last resort, is the eternal longing for good, it tends to a state of contentment of life, to happiness”, in terms of two dimensions: subjective one based on reason, feeling, will and objectivist one (Andrei, 2008).

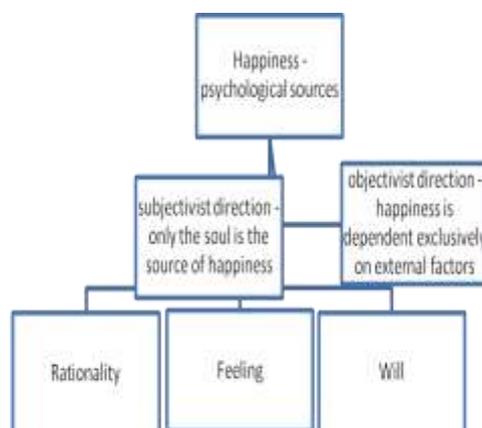


Fig. 1 – Psychological Sources of happiness, according to Petre Andrei, 1921

4.1 Satisfaction and quality of life

To improve life there are two main strategies. The first one refers to the fact that individuals should try to adapt to external conditions to their current goals. The second is to change their perception of these conditions to suit their goals (Glasser, 2008). For example, an important component of happiness is feeling safety. It can be reinforced throughout the example, "providing a sophisticated home closing system, by moving in a quiet neighborhood, to put pressure on City Hall to have a vigilant local police or community training in the importance of civil order." (Fuhrman, 2007). All these different reactions are directed towards adapting to environmental conditions of individuals goals. The other method which can enhance the sense of security involves *changing the meaning* given to that concept. It is accepted that there is no perfectly safe, if it is recognized that some risks are inevitable and individuals can also enjoy a more unpredictable environment than they would like, the threat of insecurity would no more affect their living.

Used alone, none of these strategies is effective. Changing external conditions may seem effective at first, but if an individual does not control it, the old conscience, fears or desires will reappear, bringing with them the old anxieties. Therefore, it will not have the feeling of perfect safety even if he were isolated in a (space) very well guarded.

Welfare and happiness or rather, wealth and happiness are not in the same place. There is a positive correlation between income per capita and the perception of happiness.

Citizens of countries with poorer populations, such as El Salvador or Colombia generally describe themselves as happier than the richest Europeans as Luxembourgers. On the same continent are living both the happiest people on Earth and those the unhappy ones. Asians are at the two extremes: Filipinos are the most emotional people on Earth, while Singaporeans are the opposite, rarely revealing feelings that are trying them.

5. QUALITY OF LIFE IN ROMANIA

Quality of life survey 2010, conducted by a team of researchers with extensive expertise in the social policies of the Quality of Life Research Institute of the Romanian

Academy, under the direction of prof. dr. Ioan Mărginean, highlights a general trend of degradation of the living conditions of Romanians. The study shows that in 2010 people experience a worsening of living conditions compared to last year. Also, the level of optimism recorded the lowest values from 1990 until the present and the fears of the population have increased, their dominance being fear of prices rising.

There are aspects of personal life which remain relatively constant over time, which is the evaluation of family relationships, housing and health evaluation.

The steepest deterioration are recorded in evaluations of political life. Both the assessment of how the country is led and satisfaction over political life declined significantly over time. In general, the recorded values of indicators in 2010 are similar to those of 1998-1999, another period of crisis in the history of post-communist transition, after 1989.

Research results in 2010 show a further deterioration of quality of life in many of the analyzed indicators, sometimes with a returning to the year 1999 and even below its values.

Support elements for population, indicators with big positive values (favorable response options meet over 50% of the sample), are few: family, home, relationships with neighbors. Most critical elements of quality of life are the fears of tax and price increases, insufficient income and low availability of jobs.

5.1 Education indicator

This indicator is one of the indicators of quality of life analysis or welfare in Romania, and not only.

The main criteria by which is evaluated an educational system is its accessibility, for example the equal opportunity of all individuals to follow the shape, type, educational specialization required and the quality of education provided. The perception of accessibility of education varies according to education, occupation, residence, income and age.



Fig 2. Assessment of accessibility of education, according to education and occupation - Research Institute for Quality of Life, (2010)

From the figure above, it results that the more educated people are, the more favorably considers the availability of education. Similarly, those who have high skill occupations usually perceive rather favorable the educational access opportunities for themselves and loved ones.

5.2 Health indicator

Health is an important value in people's lives and an essential component of a quality life. Health is the result of a complex combination of individual and social factors. There are a number of social factors that influence health level: quality of care, the environment, there are multiple possibilities of choice of diet by individuals.

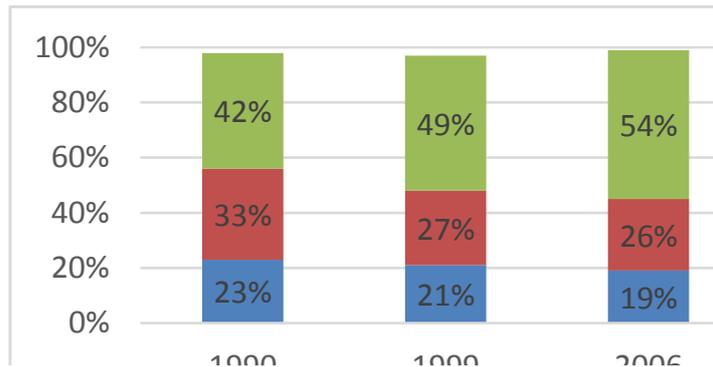


Fig 3. Evaluation of healthcare (%) - Research Institute for Quality of Life, (2010)

In 2010, compared to 1990, citizens appreciated the quality of health services as good and very good (a rate of 56% in 2010, compared with 42% in 1990).

5.3 Personal rights respect indicator

Respecting personal rights refers to the extent to which a citizen is guaranteed and respected in society.

Research conducted in 2010 shows that only 20% of respondents say that personal rights are respected "in high position".

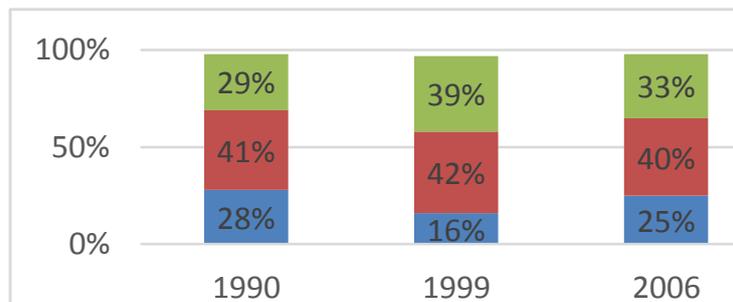


Fig 4. The evolution of perceptions regarding personal rights respect - Research Institute for Quality of Life, (2010)

6. WELFARE WITHIN GREAT BRITAIN

Measurement of national welfare program in the UK, uses a series of indicators to measure quality of life in areas such as 6.1 health, 6.2 relationships, 6.3 job satisfaction, 6.4 economic security, 6.5 environmental education conditions (Office for National Statistic, UK).

Thus the programme assesses well-being under three broad headings: Economic, Social and Environmental. The framework consists of 10 areas or domains which we will analyze. The first step in the development of this programme was to ask the respondents „what matters” to them and after the domains were set the researchers developed sets of questions regarding the particular domains grouped as per the importance the citizens had assigned to them.

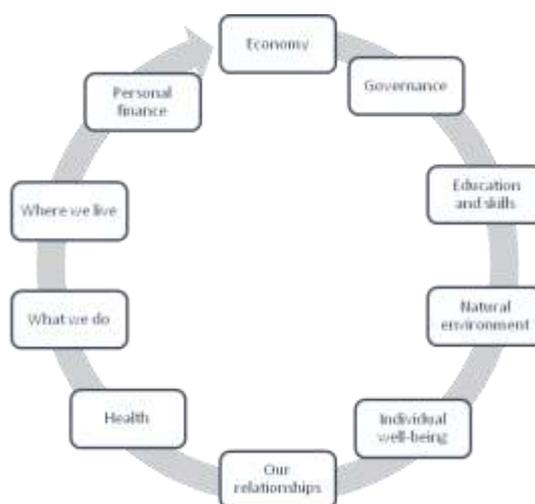


Fig 5. The 10 domains of well-being measured by the National Well-being Programme – Office for National Statistics, UK (2014)

6.1 Economy

According to Office for National Statistic, the economy is divided into two groups: state economy and personal finance. The state economy has 4 sub-domains:

- 6.1.1. Real Net National Income/Head
- 6.1.2. Real Household Actual Income/Head
- 6.1.3. Inflation Rate (as measured by Consumer Price Index)
- 6.1.4. Public Sector Debt Percentage of GDP

Real means that the economic indicator have been calculated to exclude the effects of price inflation. Real household actual income means the real household actual gross disposable income. Net national income is gross national income less capital depreciation, deflated by GDP (expenditure) deflator. Public sector debt is regarded as an important measure of sustainability as it indicates the extent to which the burden of paying for goods and services has been transferred from the present to the future. Consumer price indices measure change in general level of prices charged for goods and services bought for purpose of household consumption in UK.

6.2 Education and skills

This domain consists of 3 sub-domains: 6.2.1 human capital – the value of individuals’ skills, 6.2.2 knowledge and competences in the labour market, 6.2.3 percentage with five

or more GCSE's A*-C including Maths and English and percentage of UK residents aged 16-64 with no qualifications.

Regarding the first sub-domain there is no denying that a job is an essential part of well-being. Not only at a material level – providing basic needs, but also at a psychological level. A large part of a man's life is spent working and the legal framework regarding employment age and retirement age vary from country to country.

6.3 Governance

The next index that Office for National Statistics – O.N.S. captures in their analysis is governance. We have already stressed out the importance of transparency, accountability, and trust in the public officials and in the state institutions. Knowing that your interests are well represented, that the government's performance can be measured and the mistakes and actions can be held accountable has a definite impact on the reported well-being.

There are various surveys in regard to the trust citizens have in their public authorities and international authorities, such as the European Union's Parliament: an a steady decline has been observed in the past years, with an accent in the 2008-2012 period, when the financial crisis has shaped the market, unemployment levels had sky-rocketed and trust in the ability of the authorities to fix and find viable solutions to the effects of the crisis have decreased.

In what concerns the United Kingdom, there are three indicators measured for the governance index: 6.3.1 percentage of registered voters who voted; 6.3.2 percentage of those who have trust in the national Parliament; 6.3.3 percentage of those who have trust in the national Government.

During presidential elections in Romania, voter turnout nationwide was 65.53%, according to official data announced by CEB, the percentage being higher than the first round, when they went to the polls 54, 29% of voters, but also to the second round of presidential elections in 2009 to 56.99%. Hence the growing interest of the Romans to exercise their constitutional rights.

6.4 Health

Health was another important element that people regarded when asked what matters for them, thus it is analysed by the ONS through 4 measures: 6.4.1 healthy life expectancy at birth; 6.4.2 percentage who reported a long-term illness and a disability; 6.4.3 percentage who were somewhat, mostly or completely satisfied with their health; 6.4.4 percentage with some evidence of probable psychological disturbance or mental ill health.

Due to the vast improvements in the health domain, new medicine to treat illness that was untreatable before, clean water resources, sanitation, basic hygiene necessities met, the life expectancy has risen in the past 50 years all around the developed and developing countries. The rise in life expectancy has high implications on policy because it influences the retirement age and healthcare provision. In the last years we have witnessed governments increasing the retirement age.

The percentage of those who reported a long-term illness and a disability is also very important because it has a great impact on overall life satisfaction. Some are discriminated and the market doesn't offer sufficient employment opportunities. Furthermore it has an impact on the government policy because these persons need some sort of financial

help which comes from the state budget. In the United Kingdom between June-August 2012, 20% of the men aged 16-64 and women aged 16-59 have reported an illness and a disability. That means 1 in 5 citizens.

7. INDEX OF SOCIAL PROGRESS IN ROMANIA AND THE UK. COMPARATIVE ANALYSIS

According to the report that assesses the social progress of 132 states, Romania ranks 51, our country being behind Bulgaria, Hungary and Serbia. Social Progress Index, by the organization The Social Progress Imperative of the United States sets the coefficient to each country based on indicators including quality of medical and public health system, the housing market, the crime, the degree of tolerance and social inclusion, freedom of the press or Internet access.

Table 1. Fundamental Rights. Comparative Analysis Romania – UK– UK, Social Progress Index, 2014

Basic Human Needs	Romania	United Kingdom
Nutrition and Basic Medical Care	96.90	97.76
Undernourishment	5	5
Depth of food deficit	3	3
Deaths from infectious diseases	38	36
Maternal mortality rate	27	12
Child mortality rate	12.2	4.8
Stillbirth rate	4	4
Personal Safety	75.63	83.41
Homicide rate	1	1
Traffic deaths	11.1	3.7
Level of violent crime	2	2
Political terror	2	1
Perceived criminality	3	3
Water and Sanitation	65.09	99.88
Access to improved sanitation facilities	72.1	100
Rural vs urban access to improved water source	22.9	0
Access to piped water	61.7	99.6
Shelter	57.21	86.55
Access to electricity	100	100
Quality of electricity supply	4.3	6.7
Indoor air pollution attributable deaths	42.8	0
Availability of affordable housing	24	50

In terms of primary care (Nita, 2014), Romania has an infant mortality rate of 12.2 compared to the UK, 4.8. Personal safety indicator shows that Romania has a mortality rate of 11.1 in road accidents, ie 3 times higher than UK (3,7).

Tabel 2. Indicators of social welfare. Comparative Analysis Romania - UK, Social Progress Index, 2014

Foundations of Wellbeing	Romania	United Kingdom
Access to Basic Knowledge	93.49	97.81
Gender parity in secondary enrollment	0.98	1.01
Adult literacy rate	97.7	99
Upper secondary school enrollment	95.97	87.57
Lower secondary school enrollment	96	111.18
Primary school enrollment	87.9	99.66
Access to Information and Communications	73.32	84.81
Mobile telephone subscriptions	105	135.3
Press Freedom Index	23.05	16.89
Internet users	50	87
Health and Wellness	68.40	77.54
Life expectancy	74.5	80.8
Obesity rate	17.7	24.9
Suicide rate	10.4	7.6
Outdoor air pollution attributable deaths	34	21
Non-communicable disease deaths between the ages of 30 and 70	24	13
Ecosystem Sustainability	62.96	57.72
Water withdrawals as a percent of resources	0.84	2.63
Biodiversity and habitat	63.51	70.11
Greenhouse gas emissions	560	307

Access to basic knowledge of the Romanians is close in value to that of Great Britain, Romania registering a rate of 93.49, while Britain has a rate of 97.81. The same can be seen on access to information and communications, conducted by mobile phone, press freedom and the use of Internet services. Regarding health, obesity rate in Romania is 17.7, lower than that of the UK 24,9.

Tabel 3. Social opportunities. Comparative Analysis Romania –UK, Social Progress Index, 2014

Opportunity	Romania	United Kingdom
Personal Freedom and Choice	70.19	87.47
Modern slavery, human trafficking and child marriage	4	1
Satisfied demand for contraception	88	94.7
Freedom of religion	3	3
Freedom over life choices	60	88
Corruption	43	76
Personal Rights	64.80	97.60
Freedom of movement	4	4
Political rights	2	1
Freedom of assembly/association	1	2
Freedom of speech	1	2
Private property rights	40	90
Access to Advanced Education	47.52	73.35
Inequality in the attainment of education	0.05	0.03
Women's average years in school	13.1	13.6
Years of tertiary schooling	0.33	0.68
Number of globally ranked universities	0	5
Tolerance and Inclusion	37.12	70.75
Community safety net	72	93
Discrimination and violence against minorities	6.3	5
Tolerance for immigrants	40	77
Religious tolerance	2	2
Women treated with respect	35	88

In Romania corruption index has a value of 43 and is smaller than the UK (76). When it comes to access to education in universities, Romania has a score of 0 to index ranked overall number of universities while UK has a score of 5. Also from the Index of Social Progress analysis, it follows that tolerance and inclusion in Romania have a rate decreased of 37, 12 in comparison with that of the UK of 70, 75.

8. CONCLUSION

Welfare was a key concern of the man, which over time has been and is considered by many researchers, part of life. Comfort and material welfare are achieved by earning money and / or the accumulation of wealth.

Welfare is given by philosophy of life, the way of life that illustrate the idea of the well and covers a wide range of social and economic phenomena. These range from personal notions of balance and self-esteem, to complex issues, taking into account the

needs and policies to solve unemployment or supply of goods and services, housing, education, pensions, health care etc.

United Nations Member States have taken the initiative to develop new indicators and initiatives towards achieving the III rd Millennium Development Goals and to capture better the need for increased welfare and happiness of the world's population.

Legal aspects of welfare are reflected in the content of the Romanian Constitution about spiritual welfare. In accordance with the principles of organization of the rule of law, according to the balance of powers: legislative, executive and judicial, material and spiritual welfare of the people is constitutionally guaranteed to all citizens by providing employment opportunities, to obtain material resources, ensure social protection of labor and the rights and freedoms of expression and creation etc.

Many of the ideas about happiness are closely linked with the five world religions: Hinduism, Buddhism, Judaism, Christianity and Islam, as has been shown over time that man understood and felt happiness, harmony, balance and self-realization in the context of religious beliefs.

In terms of governance, should be stressed the need and requirement for the country leaders, regardless of religion, age, sex, to ensure the right material and spiritual welfare of the citizens through public policies oriented towards happiness and not necessarily toward material wealth.

The need for the governments of Romania and UK to firstly measure the citizens' happiness, and to establish domains and subdomains for each country, indicators and measurable indicators. Once identified how the citizens are reporting the happiness and well-being, governments need to design measures for social and individual on medium and long term.

More important is that a government is not allowed to manage the material and spiritual welfare, to ensure the happiness of citizens through solutions or projects that do not take account of the Third Millennium Goals, sustainable development, affecting the welfare and happiness of citizens of other states. In this respect, the winner of this year's Nobel for economics, Jean Tirole, professor at a university in Toulouse, explains how to understand and regulate industries in which it operates just a few powerful companies because many industries are dominated by a small number of major companies or only one, which has a monopoly in a particular market. In the absence of regulations, these markets may cause undesirable social effects. Especially given the limited natural resources and energy on Earth, governments first need to develop a new universal consciousness to the planet, oriented towards Peace, Harmony, Balance and Integration of the need of Happiness for public administration employees, as the suppliers of public goods and services, but also for the rest of planetary citizens.

REFERENCES

- Călinescu M., 2005. *Five faces of modernity: modernism, avant-garde, decadence, kitsch, postmodernism*, Publishing Polirom, Iași, p. 23;
- George, V., Taylor-Gooby, P. 1996. *European Welfare Policy*, St. Martin Press, New York, 1996, p.17.
- Mărginean, I. 2004. *Social policy. Studies 1990-2004*, Expert Publishing House, Bucharest, p.96;

- Bahrin, D. 2012. *The need for security and human rights*, in *Human Rights*, Romanian Institute for Human Rights, No. 4/2012, p.17;
- Glasser, W. 2008. *How to choose happiness* (ed. II) Curtea Veche Publishing House, Bucharest, pp.41-42;
- Randall, C., Corp, A., Self, A 2014. Office for National Statistics, *Measuring National Well-being: Life in the UK*, 2014, available at: http://www.ons.gov.uk/ons/dcp171766_352740.pdf;
- Nita, A. M. 2014. *Improving the Health System in Romania*, Indian Journal of Applied Research, Volume 4, Issue 2, Feb 2014, ISSN - 2249-555X, pp.1-2;
- Romanian Academy, Research Institute for Quality of Life, (2010). *Quality of life in Romania*, available at: <http://iccv.ro/node/190> ;
- Vaughan, F. 2002. *What is Spiritual Intelligence?* Journal of Humanistic Psychology, Vol 42, No. 2. Spring 2002, 16-33, 2003 Sage Publications;
- Central Electoral Bureau, <http://www.bec2014.ro/>
- Social Progress Index 2014, <http://www.socialprogressimperative.org/data/spi>
- Jacques Delors, 1997. *Ability to learn: Treasure within us*. UNESCO report on education in the XXI century ". Ed. German UNESCO Commission. Neuwied; Kriktel; Berlin: Luchterhand, 1997, p. 50-52;
- Romanian Constitution of 29 October 2003, available online at: <http://www.cdep.ro/pls/dic/site.page?id=339>.
- Resolution 65/309 of the UN General Assembly, 2011
-
-
-