HAWK

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Soziale Arbeit und Gesundheit im Gespräch

MASTER OF SOCIAL WORK 2025

DEVELOPMENTS AND CHALLENGES IN INTERNATIONAL COMPARATIVE PERSPECTIVE

Report International Workshop 2014

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Uwe Schwarze

INTRODUCTION: MASTER OF SOCIAL WORK 2025 – DEVELOPMENTS AND CHALLENGES IN INTERNATIONAL AND COMPARATIVE PERSPECTIVE

Writing an academic book or editing a report about an international workshop in English unfortunately is not so common for professionals in social work education in Germany. This might be one reason that international professional and academic debates on theories, research results, methods and concepts and also on future challenges in the field of social work are mainly influenced by experiences and studies from the Anglo-Saxon and also from the Scandinavian perspective on social policy and social work. Nevertheless professionals in the different fields of social work in Germany as well are interested in information and research from social policy and social work in other countries and in discourses about social work practice in a globalized society. This was the main reason for publishing a report about the results from an international workshop, which was organized at the University off Applied Sciences (HAWK) in Hildesheim/Germany, on November, the 27th and 28th 2014.

To discuss current developments, especially in social work education on master level, was the main goal of our international workshop. The workshop was organized by teachers and also by students from the master program at the faculty of social work and health. Another goal of this kind of self-organized workshop was to give an exemplary opportunity to master students for active participation in planning and organizing a conference.[1] The master program in social work was established in Hildesheim in autumn 2005, and the results of the two day workshop with colleagues and students from six universities from different countries were also used to point out the main experiences from teaching and research in master programs of social work in six countries for the last 10 years in comparative perspective. It was the first international master-workshop in social work of its kind. In addition to students, teachers and colleagues from other countries, a few professionals

from different local social services participated in the international workshop. The idea of the workshop was to give a stimulus for a broader and more international perspective in discussing social policy and social work on the local level in the region Hildesheim/ Hannover.[2]

1.1 Master degree in social work in Germany – not really institutionalized?

I would also like to point out the distinguishing features of the master program in social work education at the HAWK in Hildesheim in this introduction. Since 1999 the "Bologna Process" of 29 European countries initiated and framed a completely new design of academic education at universities in Germany. The master degree was also introduced in social work and the consequence of this European regulation was a completely restructured curriculum in social work education at nearly all German faculties for social work. As one of the first faculties in Germany, the faculty of social work and health at HAWK started a totally new master program in Hildesheim in 2005. The former academic degree "diploma" became replaced by a three year bachelor program with 180 ECTS (credits), and additionally a two year master program with 120 ECTS (credits).

The new master programs were introduced quickly at many universities – mostly universities of applied sciences (Fachhochschulen). In 2014 there were between 50 and 60 master programs named or connected with the term "social work" at German universities.[3] German authorities do not collect concrete data about the master programs in social work on a national level and we don't have any statistics about the "careers" of the master students on a national level yet. There are only minimal data and limited reports on local levels from a few faculties or universities. So, there is a lack in research on "careers" of graduated social workers in long-time perspective. Especially "panel studies" about typical careers of master students would be needed in Germany. Furthermore, I would like to point out that there is a crucial need of documenting and reporting the experiences and the concepts in teaching master students, which were developed and practiced during the last 10 years. Conferences and a systematic and open discourse about the experiences, opportunities and limitations in master programs are seldom. Members of the academic arena as well as social workers in the arena of practice (authorities, voluntary organizations, unions …) didn't actually realize that a continuous collaborative discourse about the master in social work in Germany would be necessary to force the discipline and the profession in itself – and in different new functions and roles on a higher level than during the Nineties. Currently (summer of 2016) there is no nationwide and accepted "platform" for this kind of debate and discourses on experiences, data and curricula from the 50–60 master programs in social work in Germany. Only a few colleagues are trying to build up this type of background-resources, mainly in context of the German Association for Social Work (Deutsche Gesellschaft für Soziale Arbeit DGSA). In result a critical review about

the "new" master programs in social work is an outstanding topic, which also leads to a deficit in articles and reports about master programs in the journals of social work in Germany. One very important goal for the next decade is to incorporate this type of critical review and research on social work – especially in perspective on master-programs and PhD-programs.

Nevertheless, after nearly 10 years of experience in planning and organizing master curricula as well as in teaching on master level, it seems that the master program has been institutionalized at many universities today. However, when we started with the program at the HAWK in 2005, we were not sure if the program would work well. The main risk was that the master programs wouldn't be attractive, neither for students nor for local voluntary organizations and authorities in the field of social work. Would social work institutions in Germany really need professional social workers with knowledge and competences on the master level, in addition to the former diploma and in addition to the bachelor-degree? And, would there also be students, organizations and local authorities with the same interest on international and intercultural perspective of social work, which we decided should be given a special profile in our master program?

The master program in social work at the HAWK Hildesheim is focusing on international and intercultural developments of social work. We are part of a small group of universities with an explicit international and intercultural perspective.[4] At the same time we decided that our master program furthermore would have a generalist profile. Current theories and concepts on inclusion and diversity became also important issues in teaching and research on the master level at the HAWK. In comparison to the former diploma degree in the 1990s the methods and competences in social research for original questions in social work became strengthened in our master curriculum during the last 10 years as well. In perspective of the next decade the debate about methods, opportunities and limits of "evidence-based social work" might be one trend, which is international on the one hand and which has different implications on the local level of social work on the other hand.

After nearly 10 years of practical experiences and evaluation we can say that master programs in social work are not perfect – but they are on a really good path to become institutionalized as a common standard for professional social work as a clearly defined academic discipline at universities in Germany. In this sense the master degree is very important, because German social work becomes more comparable with international standards and also comparable with social work in other countries. The next step will be that it also must be possible for qualified students with master degree to get access to PhD-programs and that the universities of applied sciences in Germany finally will get the legal right to offer original programs in social work on PhD-level. This is common in the Anglo-Saxon countries and in the Scandinavian welfare states, but not in Germany.

1.2 Questions and reports from social work in an international perspective

The different aspects and developments which I described above had been the background to organize an international workshop and to publish this report. In this context another goal of our first international workshop was to focus on the main issues and several important open questions for future social work – in general and for master programs in detail:

■ What are the challenges in professional social work for the next 10 years until 2025 in Germany as well as in other welfare states and in an international perspective?

■ What kind of international and local developments are influencing the theory and practice of social work in perspective of the next decade? Are there mainly values, regulations and methods from western societies, which are – and which also should be – dominant in international social work? What kind of "non-western" theory and practice could be innovative for future social work?

■ What are the "new risks in modern societies" in perspective on social problems and social work?[5] In a worldwide perspective migration and the incredible gap between rich and the poor, a trend towards more economization and also clearly trends to varieties of commercialization might exemplify these new risks and trends. In general, more globalization on the one hand and even nationalism and also racism on the other hand are in correspondence with international programs in fighting against social problems and decentralization in the same time? These might be challenges for social work, too.

■ What are the future resources and basics for good social work education, for good research and social work practice? We can observe that human rights in general become more relevant and that social rights become strengthened, especially for children and handicapped people in several regions of the world. Furthermore, new concepts of participation and democratization might also get more influence in modern social work. Moreover, the concept and idea of "well being and happiness" seems to be an alternative and/or additional category in comparing international data on living conditions to traditional economic categories and values, like the GDP. Might there be other important topics which we have to explore as future sources and basics for social work?

■ And finally the comparative dimension on social work in different welfare regimes and specific welfare cultures. Can we find similar or/and also different challenges and developments in future social work in different welfare states? How can we define the relationship between historic developments and restructuring welfare states and social work in modern times? One thesis is that there might be a "path dependency" which depends on history and culture of specific welfare regimes to establish social work as a profession and as an academic discipline in different welfare regimes.[6]

In some of these different levels and multi-complex perspectives country reports from six countries – published in this book – will give an overview on the current situation and future challenges for social work.

The first report was from Denise Ellis and she pointed out current developments in social work in the USA. Denise was a „key note speaker" at the workshop and she described trends in social work education in closer context to the political arena. In perspective of master programs she showed that the master's degree in social work is absolutely common in the Anglo-Saxon regions, especially in the United States. The master's degree is the standard degree and bachelor programs often are just the first and not the final step to become a professional social worker. Also standards and levels in social work education are mainly defined by curricula of master programs. Denise Ellis furthermore pointed out that differences in standards of social work education between the federal states are considerably, but in general the master's degree and master programs of social work are much more institutionalized in the United States than in Germany or other European countries. In addition, we have to recognize that in the Anglo-Saxon world – also in Australia and New Zealand – there are longer experiences with the doubled system of bachelor's and master's degree in social work. But, there is a lack of comparative research on those experiences. Denise Ellis explained that we can also find bachelor programs in a few US-federal states with very low standards. In these programs students can reach the ba-

chelor degree after only 2 years of education and there are a few master programs which add the master's degree after only one year of education. In general perspective Denise Ellis concluded that the experiences with a three year bachelor program and a consecutive two year master program in social work education mostly are positive. In a formal perspective the master's degree has led to higher recognition for social work in the United States as well as in Scandinavia. Social Work as an academic discipline and as profession is anchored to the universities and has the legal right to educate PhD-students. This is the standard, in the United States as well as in Canada, in Australia, New Zealand and also in Sweden – but not yet in Germany.

Iván Rodríguez Pascual from Spain gave a detailed overview of the socioeconomic data and the consequences for social work after the economic crisis from 2008. In his presentation the historical and cultural context in developing social work became more clarified. He pointed out that the numbers of professional social workers were increasing in Spain during the 1980s and 1990s. The increasing immigration from the Northern parts of Africa and South America to Spain during the first years of the 21st century was a controversial topic in society which social work had to deal with. After the financial crises of 2008 political reforms led to a "turning point for social work". New challenges, like very high rates of youth unemployment, child poverty and also poverty in old age became the main challenges in social work. Cut downs in social protection and also in the numbers of professional social workers were adopted by

the Spanish government. The family was strengthened as the main provider for well-being. Today social marketing and sponsoring become more and more important issues in social work and it will be necessary to include these topics in social work education. It might be an open question if recent reforms are really reorganizing or destroying professional social services in Spain. In conclusion we can clearly identify a trend to de-professionalization of social work and Iván Rodríguez Pascual pointed out that the political and economic framework are very important topics in social work education, too. As well as in Germany the master's degree and a very low rate of PhD students in social work show that social work as an academic discipline and as a profession has a very weak position in the current Spanish society.

Rasa Naujaniene gave an insight on current issues on social services in Lithuania. Like Iván Rodríguez Pascual for Spain she also pointed out the historical perspective, which shows that the starting point for modern social work in Lithuania is completely different from historic development of social work in western welfare states. Social work is depending on the system of social security, which was created in Lithuania based on the model of western welfare states after independency from the former Sovjetunion in 1990. During the last decade private social service providers have already become more relevant in the "social service market". One reason is that the Lithuanian welfare state is weak in financing NGOs and social services. Social work as an academic discipline and profession is a new arena in Lithuania and it

mainly became developed by practice during the last two decades. In comparison to modern welfare states like Sweden and Germany, Lithuania is a country that never had a period of social work prosperity. Until today there is a lack of qualified professors and professional teachers and a lack of research and of good literature, too. The bachelor's and master's degree became established at six universities, but social work furthermore has a "vague national identity". Especially in master programs it would be an important topic to educate students in skills and competences which portray a much more positive and better image of social work in Lithuania as well as in other countries.

Jonas Christensen from Malmö University in Sweden showed in his speech, that the Scandinavian welfare state and its social work education system might have more similarities to the liberal US-system than expected, if we have a closer look on curricular of bachelor and master programs. In Sweden social work became a full institutionalized academic discipline at universities at the beginning of the 1970s. More than 300 PhD dissertations have been finished between 1980 and 2012, and the formal master's degree is well established, especially in context of research on social policy and social work. In his report Jonas Christensen furthermore focused on the main driving forces behind the rapidly positive development of Swedish social work on different levels: politically, economically, demographically, and also in ideological and cultural dimensions. From the early times of the universal Swedish welfare system social work

was and is mainly financed by taxes. Furthermore there is a big social trust in authorities among the Swedish society, which is an important difference in comparative perspective to most other countries. But, although social work in Sweden basically is regarded as a public duty, the image of social work often is not really positive. The report from Sweden also showed that the value of the master's degree in sense of salary and career opportunities could be better, and that also in Sweden there is a gap between expectations and reality according to the acceptance of the master's degree in social work.

Peter Hendriks from the Netherlands gave an overview of current developments in Dutch social work. As a member of the board of the European Association of Schools of Social Work (EASSW) and in this function he emphasized the high relevance of international networking in social work in context to much more globalized social problems in the future, like poverty, mass unemployment and mass migration. One goal of the EASSW is to collect data from different European countries about standards, contents and methods in social work education. There have been a few studies about bachelor programs in different European countries, but there is a lack of European and comparative data on social work education on the master level and also in perspective on the PhD level. Especially in the Eastern countries of Europe the EASSW has the important task to support social work education. Peter Hendriks furthermore pointed out the high relevance of human rights in social work and

that values in daily social work must be reflected in a critical perspective. Finally he examined a first view to his own empirical research which is focusing on values of young Turkish and Moroccan professional social workers (migrant daughters) in Dutch cities. He pointed out that there might be a risk of negative stereotypes which are influencing the daily communication and interventions in social work practice without any supervision and critical reflection. New phenomena like "super-diversity" in big cities, like Amsterdam, will be an important topic in future social work education, especially in master programs. More and better international networking and collaboration in this area would be as well very interesting as necessary.

The final country report was given by Norbert Wohlfahrt with a focus on political economy of social work in Germany. In his critical review he identified a changed design in social service production during the last 15 years. New regulations and changed law so called "market mechanisms" have been institutionalized in most areas of social work. But, this kind of market mechanisms hardly can support the main features and methods in providing social services. In coalition with the concept of an "activating state" especially the principle of competition became more and more common between institutions. There is the tendency to more differentiated, specialized and more detail-defined social services with increasing degrees of standardization and rationalization. These tendencies are furthermore not compatible with the traditional values of mainly religion

oriented non-profit organizations in German social work, like Caritas and Diakonie. Finally he pointed out a tendency to a so called "managerialism" in social work. The current concepts of "social work as a human rights profession" might be seen as a chance to avoid this trend to further managerialism. In his final conclusion Norbert Wohlfahrt emphasized that he is not optimistic in this context, because normative concepts are not interested in analysis of the political economy of capitalistic welfare states. It only might be an "affirmative analysis of the welfare state", which would be possible by normative concepts like "justice" and "human rights". So, also the final report, given by Norbert Wohlfahrt revealed that it is necessary to strengthen contents of history, political science and economy in social work education in general – and especially in future master programs.

The main idea of the workshop was to point out consequences and recommendations, especially for developing master programs in social work for the next decade. In this sense it might be useful to point out recommendations on the following four levels:

a) The level of international theory and "policy learning" in social work methods.

b) The level of local practice and in categories to identify best (local) practices in different countries and regions.

c) The level of teaching in social work education and teaching methods of social research. Ideas could be to build up more continuity in "staff mobility programs", to introduce "online-lectures" and "international summer schools", but also other concepts in international teaching collaboration.

d) The original level of social work research and comparing research results. In times of globalization and international social problems, further collaboration in research across country borders and globally is absolute necessary. Ideas and concepts for collaboration in publishing results from the local and/or national level of social policy and social work might be discussed for future master programs in social work.

The main conclusions and results of the workshop will be summarized by Uwe Schwarze and Lina Jäger in chapter 8 of this report. If we have a look around the world it is certain that social work will be needed in the future. High unemployment rates in the southern part of Europe, old age poverty coming back as a social problem in Germany, the dramatic crises in public budgets in many countries, violence and riots, for example in Paris and French suburbs in 2005, in Stockholm/Sweden in May 2014 and in Ferguson/St. Louis in the United States in late summer 2014 include high and multi-complex demands on professional social work. Also new risks of epidemics, like Ebola, Tuberculosis and others are back in "modern societies", and high rates of migration and increasing rates of homelessness in many western welfare states will be new challenges for social work during the next years. Also international institutions

like the United Nations, the WHO, the ILO, the World Bank, the OECD and the European Union, too, become much more important actors in the arena of social policy, social work and education – with new concepts, comparative data and research and with regulation and specific programs. The "European Strategy 2020" and the programs of the European Union on supporting the concept of "Social Entrepreneurship" also are important issues for the next years. Finally the new transatlantic economic concepts of TISA (Trade in Service Agreement) and TTIP (Transatlantic Trade and Investment Partnership) will have influences on the conditions and arrangements of social services in different welfare states. There might be higher risks for de-standardization, de-regulation and also for less democracy in setting social standards in social policy and in professional social work and consumer protection.

At the same time the clear tendencies in globalization are influencing social work in itself and as a consequence social work must be defined as an open, flexible and generalist profession. We can observe tendencies towards more specialized social services and towards "clinical social work" – especially in Germany, but in the U.S., too. There seem to be parallel tendencies to persist social work mainly as a part of local and also "provincial" arrangements in social policy, without international contexts, which I described above on the one hand. And there are also tendencies to persist social work as a strong international and global oriented academic discipline and practice oriented profession.

The idea and the concept of social work as an open and general discipline and profession might also include risks in complex modern societies with complex multiple individual and social problems. What we can observe in different countries is that the former main character of social work – the personal dimension in "personal social services" – becomes less important in current concepts and programs. The economic dimension becomes more relevant in social policy as well as in social work education at many universities. This is a trend in Germany and the result might be a type of economic framed and regulated social service with a lack in the personal dimension of trust and legitimacy. Additionally, in this context the new definition of Social Work by the International Association of Schools of Social Work (IASSW) and also concepts from the European Association of Schools in Social Work (EASSW) become more important for our discussions. So, the introduction shows that there is a wide and interesting area to develop future social work – especially on the masterlevel and, in perspective, on PhD-programs, too.

FOOTNOTES

[1] The editors will warmly say "thank you so much" to Dr. Gisela Renner (docent), and to the following master students: Teresa Ernst-Omwango, Lisamarie Fritz, Henrike Goes, Juliane Kaiser, Janine Kapchinus, Elena Kraft, Kathrin Kreimeyer, Martina Latus, Christopher Lodders, Stefanie Oelker, Janina Prüfer, Patricia Pytlik, Maylin Sackmann, Elham Sheikhvand, Stephan Soppert, Tomke Tirrel, Bianca Töpperwien, and to all speakers and colleagues, too. The open atmosphere and collaboration of all participants made our international workshop possible.

[2] One stimulation for the international workshop was given by a project called „Zukunftsvisionen für die Soziale Arbeit" (Future Visions for Social Work), which was realized by Prof. Michael Opielka. In context of these project there was a conference at the Ernst-Abbe-Fachhochschule in Jena/Germany on January, the 17th 2014. See also the report of this conference by Kristin Helbig und Anja Schrodt (2014), download: http://zukunftsvisionen-sw.cms.eah-jena.de/wp-content/uploads/sites/7/2013/07/bericht-fachtag_zukunftsvisionen-fuer-die-soziale-arbeit_stand_2014-01-25.pdf. Another international conference about the topic of master in social work was held at the Katholische Universität Eichstätt-Ingolstadt, October, the 12th till 14th in 2011. The title of the conference was „Transnational Convergence, Diffusion and Transfer in Social Policy and Social Work". See also the conference report "Social Work Across Europe. Accounts from 16 Countries". ERIS Monographs Volume 1, University of Ostrava, Albert Publisher, by Peter Erath and Brian Littelchild (2010), download: http://eris.osu.eu/index.php?id=9410.

[3] See the official list on website: http://www.studieren-studium.com/master/Sozialarbeit (Download 26.03.2014) and also listed programs in social work on website: https://www.hochschulkompass.de.

[4] There are only a few international oriented master programs in social work in Germany. For example see the "master in European social work" at the Katholische Universität Eichstädt-Ingolstadt (link: http://www.ku-eichstaett.de/swf/masterstudiengang_soziale_arbeit/) or the international master program at the Alice Salomon Hochschule in Berlin called "social work as a human rights profession" (link: https://www.ash-berlin.eu/studienangebot/weiterbildende-masterstudiengaenge/social-work-as-a-human-rights-profession-english/.

[5] The term and concept of "new risks" in modern welfare states was introduced by Pierson (2001).

[6] The theory and analytic concept of „path dependency" in the development of social policy was mainly introduced by Paul Pierson (2000 and 2001).

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Words of welcome by the dean of the faculty Prof. Christa Paulini

Uwe Schwarze, Peter Hendriks, Denise Ellis, Norbert Wohlfahrt, Rasa Naujaniene, Jonas Christensen

Denise Ellis

SOCIAL WORK AND POLITICS IN THE USA:
A STRUGGLE BETWEEN THE RIGHT AND THE LEFT

1. INTRODUCTION

In her speech Dr. Denise Ellis from Kean University, New Jersey (USA) critically illustrated current developments and challenges of the social work profession as well as the political and economic environment in which social work operates. She described challenges the profession has to overcome and opportunities to achieve change and growth. In closing, she provided final recommendations for the direction in which social work should develop.

2. SOCIAL WORK IN THE U.S.

Denise Ellis began by providing an overview of the present status of the social work profession worldwide. She noted different visions and values in varieties between countries. In the U.S. the value of helping the poor and "providing services for the needy is becoming commoditized." This economic development is an added consequence for social work practice with disastrous implications for the poor and vulnerable population. Added dimensions for professional development can be seen at all levels of education, including bachelor, master and doctoral. "Keeping current with what's going on" may be identified as a key value for professional development in the U.S. and is closely linked to the social work faculties' duty to engage in scholarly activities including making presentations and contributing to research by publishing papers. The plight of social work professors of the faculties continues to be exacerbated as faculty try to balance teaching, scholarship, service responsibilities and family life. Time is needed to be informed about social, cultural, national, international and geo-political issues, which adds to the legitimization of teaching and scholarly activities. Additionally, it is critical for faculties to take time to evaluate research outcomes. This activity is also a must for the professions' legitimization. Ba-

lancing research with the importance of patient centeredness is fundamental to effective social work practice. As mentioned, it might not be easy to unify research and practice but both components are important for the social work profession centered on its main values.

Social work in multi-disciplinary teams is a current development of professional practice, which provides innovational and entrepreneurial teamwork. A big disadvantage however, of these interdisciplinary teams is the loss of social work departments which is occurring in some hospitals. However, working in concert with others ironically has its origin in the social work profession. If there is only one social worker in a team, and all other staff mainly comes from other medical and mental health disciplines and medical departments, it may be more difficult for open discussion based on client centeredness and a holistic view about client's situation's to occur. This is not to imply that constructive discussion cannot or will not occur. Interdisciplinary teamwork has its merits and benefits, but the presence of different missions and mandates sometimes can compromise those of social work. A potential consequence of multi-disciplinary teamwork in some settings might result in decisions that are contrary to the goals, mission and mandates of the profession. In those instances working against its own values and multidisciplinary teamwork misses its target.

Denise Ellis highlighted social work's current developments, including credentials, requirements and the different levels of the social work education that play an important role in the preparation of practitioners. She stated that the national standardization of schools is advantageous. All accredited social work programs at colleges and universities have to provide similar courses with fairly uniform content to students, guaranteeing a homogeneous education. Exceptions can occur based on the focus of a program. For example, a program that focuses heavily on generalist practice will be inclined to offer a wide range of courses, including the following: generalist social work practice, social welfare policy, human behavior, research, psychopathology and several limited electives. In contrast, programs with a clinical social work practice focus tend to provide an increased number of clinical courses intervening with specific populations.

Multi-modal interventions, such as work with individuals, families, groups and communities on the micro, meso and macro levels, and evidence based practice are two main foci in education. The Council on Social Work Education (CSWE) is the primary accrediting body for social work programs in the U.S. with responsibility for all federal states. The Educational Policy and Accreditation Standards (EPAS) are utilized by CSWE to determine accreditation for social work academic programs (CSWE, 2010, p.1, Part 3 & 4). EPAS serves as the guide for implementation and monitoring of professional standards and levels related to, for example, the educational process, and prescribed hours of supervision in the practical part of the academic programs. The EPAS frames and implements these standards. Bachelor,

master, doctor and post graduate degrees are clearly standardized and officially recognized. Specialized trainings in the fields of family counseling, psychotherapy, including work with children and adolescents, and other populations including domestic violence, substance abuse and immigrants and refugees are also increasingly common. A master's degree in social work in the U.S. is considered the terminal degree. Criteria for obtaining social work licensure requirements vary between federal states (Social-WorkLicensure.org, p.1). With two years of documented employment and supervision, those with a master's degree become certified by the Academy of Certified Social Workers (ACSW). In 2013, there were 500 CSWE-accredited bachelor and 223 master programs. Programs are reviewed and can be reaccredited approximately each seven to eight years by CSWE. Program assessment includes review of courses, their relationship to competencies and practice behaviors, adherence to professional standards, and criteria for student achievement and satisfaction. Thirteen bachelor and fourteen master programs were in candidacy, which means they applied to CSWE and their accreditation was in process (CSWE, n.d.).

The full time master program is a two year study course consisting of 60 credit points. The academic year typically consists of fall and spring semesters. Theoretical studies and field practice have to be successfully completed during the course of each semester. At Kean University the study program consists of 15 credit points each semester in a two year study course. In the second year,

students work three full days per week in the field with at least one hour of supervision per week, which has to be documented and signed. Denise Ellis states that the provided supervision program is "more than just completing the hours".

Recent emphasis has been on work with soldiers and veterans in hospitals from the wars in the Middle East. The government agency charged with providing services to military personnel has been under fire due to extensive delays veterans' experience initially accessing and finally obtaining them. The scandal associated with an apparent increase in suicide rates among veterans from wars in the Middle East, having to wait six to twelve months for initial service appears to be a driving factor in recent policies designed to rectify this situation (Zezima, 2014). These veterans struggle with traumatic brain and physical injuries, other medical problems, and mental conditions, including Post Traumatic Stress Disorder (PTSD). Furthermore, a correlation between being a veteran and domestic violence can be seen which makes quick access to service even more urgent. Hospice and palliative care is another emerging area of practice in social work, as evidenced by increasing numbers of "baby boomers" of students interested in developing skills to work with this population. This field is desperately needed.

An area of practice tied to the economy is the need for social services and elder care services for senior citizens, hospice and palliative care. Historically, monthly social security payments provided to retirees would be

paid for by the generation of younger workers who were still employed. A portion of employed citizens money is taxed, put into an insurance pool, and is calculated and used for people in need in present times. However, the expected large numbers of "baby boomers" currently in the process of retiring and legitimately expecting to access money they've put into the system has dire implications, particularly if the money isn't there. Many seniors do not have pensions and rely solely on income from social security. However, job shortages mean there are less young people employed. This translates into less tax payers right now and consequently less money available for social services in the future. Social security is no longer guaranteed, even if one has paid into the system (Kasperkevic, 2014, p. 3).

Both the economy and social work are being impacted by the influx of recent refugees and immigrants, escaping war, ethnic and religious persecution, and mass political violence. This is another emerging area of practice for students interested in the field of trauma and crisis work. Domestic violence, depression and suicide are the main focus in this work. Traditional social work fields such as medical and health care, child, family and school work, mental health and substance abuse, psychiatry, community work, gerontological work, administration, policy and research are still present as the primary main interests and fields of practice (NASW, n.d., Topics).

The social work "Five D'S" identifies current topics on the agenda of the discussion:

1) Differences and arguments are useful to develop and evolve the profession.

2) A discourse is needed to open new ways to work together, to profit from all areas and contributions. Social work, as a profession intersects with all different kinds of disciplines and is therefore reliant on cooperation.

3) "Degree Mills" as non-accredited study programs create a problematic situation in the education of social work students (Council for Higher Education Accreditation, n.d.). These online programs are typically found in private, for profit colleges and universities, and are not standardized, nor as precise as accredited programs. They may not provide any supervision or placements and may present a severe threat to the profession. Numbers of applications to these programs are rising and if students pay these programs with student loan money which is financed from tax payers' funds they can keep on growing. To the uninformed person these programs are not listed as non-accredited programs. Providing online master certificates after a few weeks is a deception and a huge problem.

4) The lack of standardization and accreditation in distance education can create similar problems. Online student programs allow students to educate themselves away from campus and can complete assignments at times convenient for them. In some programs, all teaching and interaction occurs totally virtually, with no need for students to ever physically come to campus. This learning format is seen as particularly advantageous by many students. There are an in-

creasing number of accredited social work programs offering various types of distance education and learning formats, ranging from hybrid to fully online courses of study. This direction can provide opportunities and challenges to faculty to assess personal and professional development, aptitude and feedback, which can in some instances occur without any direct face to face contact. In these programs, students might also receive all supervision virtually. It is possible that a student certified by these programs has passed all exams but has completed most, if not all academic study virtually. Social work is a profession which is reliant on interpersonal relations and empathy, and whose professional identity relies on practice and theory. Its foundation may be jeopardized and errant when only one of the two parts is internalized.

5) Deteriorating political and economic systems, increasingly influenced by financial pressure, and declining economic support from government and private entities means reduced social services for vulnerable populations.

These actions contribute to "reduced money being placed where it needs to be placed" as Denise Ellis described. Unfortunately, this is a trend in a globalized, individualized society under conservative and neoliberal influences which have great impacts on the profession. Concluding the situation of social work in the U.S., Denise Ellis presented a video clip in which one of her students commentsed on "funding cuts" in the fields of the profession. One example is the reduc-

tion of social work positions and related social support services in schools. Children's emotional issues left untreated in elementary intermediate and high school, as well as on college campuses creates growing problems. The offer of therapeutic services after school could solve the situation. However, not all children have access to health care, which is often a consequence of missing or inadequate health insurance. Positive consequence of this therapy would be less disruption in classroom. Creating a safer environment by dealing with children's issues is an investment in the future society (Malai, R. 2012).

3. PUBLIC PERCEPTION OF THE PROFESSION

The public perception of social work is mainly based on stereotypes which impart quite a negative image of the profession. Dealing with the poor, removing children from their families and working with substance abusers are the primary associations and misconceptions the public has of what social workers do (Stoelker, 2013). "Social work can't be all things to all people and resolve all of any society's ills by itself". Promoting equal access to societal resources and helping to fulfill human needs cannot be the professions exclusive responsibility, as it is far too ambitious and global. Educating the society about the professions mission and goals, and creating a better understanding of social work will help to correct stereotypes. Maintaining boundaries between personal and professional roles is also imperative (Reamer, n.d.). An additional benefit of these actions will help to make the work more

fertile and contribute to an improved and sustainable change in society as a whole. This must be a critical goal for the profession.

In another video clip, a student of Denise Ellis reinforced these points in her discussion of the "stigmatization of social work": This student states "Community stigmatizes Social Work through a misconception of the work". The main matter being described as "taking children away from their families" is a widely spread image of the profession (NASW, 2004, p.1). An aggravating factor is the missing support of social work student's families due to concerns like low wages in the social sector. This stigma and the associated low wages might even be a barrier in continuing education.

In the past, the profession overall, did a poor job in informing the general public about its beneficial role. Presenting "social workers dragging screaming children away from their families" did not earn respect in setting a good example. A survey conducted in 2004 by Freeman and Valentine presented findings of a 50 year review of movies portraying social workers from 1938 to 1988. The researchers observed that 29 of the 44 movies characterized most of the work of social workers as relating to child welfare (Olin, 2013, p.6). Being portrayed as bumbling, incompetent, having very few ethics, and being depicted as white, middleclass women are the main stereotypes reproduced through the movies reviewed. A review of television shows arrived at similar conclusions. Social workers are presented and mocked as non-professionals with questio-

nable ethics (Olin, 2013, p.6). Neither in movies nor in television an education on the mission of social work can be seen, nor is it apparent that a social worker is consulted on the making of these TV shows and movies.

The term "social work" is not consistently restricted to individuals receiving a degree from a licensed, accredited program. Of concern is the reality that many who are hired by government social services organizations freely apply the term to case workers, who may not have any formal social work training. This policy permits nonprofessionals to be hired as social workers. The work of these nonprofessionals often referred to as case workers infers that the work is equalized to the work of professionally trained social workers. The terms are used interchangeably and case workers and social workers are competing even though case workers do not typically have the same formal education, training or awareness of the National Association of Social Work Code of Ethics as social workers. Removing children from unsafe family environments is often a physical task assumed by nonprofessional case workers. However, the public incorrectly assumes that the individuals are professionally trained social workers, due in large part to inaccurate descriptions by the media. The implications of equalizing social and case work not only in competences, and, even salary conveys a lack of respect towards the profession and minimizes the value of the profession. From the public's perception there is not much need to maintain a profession which separates families or which mainly does charity work, which is mistaken-

ly believed that anyone could do. Tax payers who do not appear to have much respect for the profession or for vulnerable populations appear comfortable when cuts are made in the social services budget, which is financed by taxes. It is imperative that correcting misconceptions and educating, not only the public, but also elected government officials occurs quickly to combat ignorance and prejudice about social work. The profession needs to assume responsibility for taking care of its own image!

4. SOCIAL, POLITICAL AND ECONOMIC ENVIRONMENT

The United States has one of the highest poverty rates worldwide: 46 million people live below the poverty line, most of them are children. Even though the money is available, helping the poor is not a priority in the U.S.. Many of the 46 million people living in poverty have extremely limited options for becoming self-supporting.

Social stratification results in increased inequality when resources and services are disproportionately withheld and are not adequately provided to those in need.

Historically, the United States is a nation built on violence. The majority of people emigrated from Europe, and the resulting interaction culminated in the death and extermination of seven million Native Americans who were living here when the European 'settlers' arrived. The indigenous populations were subjugated, worked to death and massacred. As a result there weren't enough
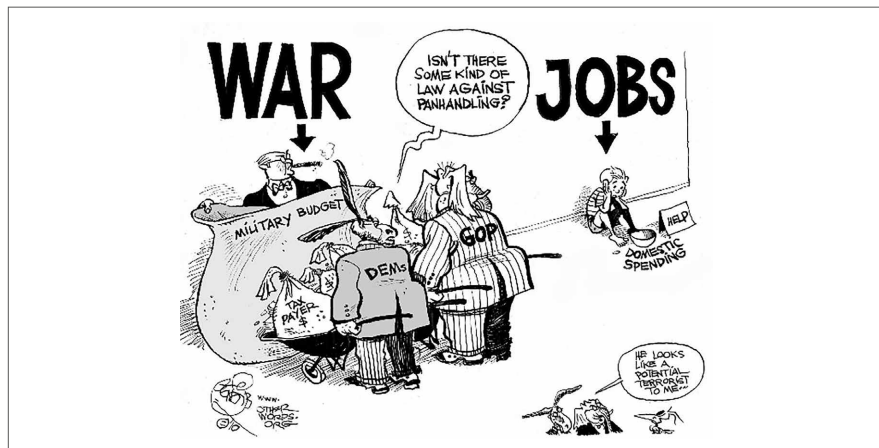

Figure 1: Cartoon

left to do the hard work of clearing forests, farming and building houses and roads. Consequently, slaves from African countries had to be imported. The United States' national identity was framed by western European Caucasian males to reflect their image. However, once formed, the U.S. has always been a country of immigrants!

In the 21st century immigrants and refugees continue to come from Central and South America, African countries and from the Middle East. The so called "Browning of America", reflects the migration of ethnically and racially diverse people with non-European values, beliefs and attitudes. This culturally diverse diaspora calls into question the "national identity of the U.S.", and is provoking a conflict between these new immigrants and the "native" Americans presumed to be of predominantly European ancestry. A significant number of politicians are concerned about this phenomenon as it influences and weakens their power over a homogeneous mass becoming more and more heterogeneous. The constitutional system is being ethnicized as Denise Ellis described: "The majority of the people who are doing well are not equally represented by the new immigrants. The 'new' immigrants tend to belong to the lower socio economic class and it is very difficult for them to move up. These ethnic minorities are viewed as a threat to the existing social and political order. Trying to win over this great number of people for the conservative party would mean a gain of electors and a total majority of votes. So there is a real fight going on for these electors."

Denise Ellis also described the social environment as being cloaked in a "veil of ignorance": The assumption that everyone has the same values and thinks the same way is a widely spread myth throughout society. It is easy to be convinced of a certain national identity when there are no thoughts, ideas, values and beliefs "migrating" into society. But it is misguided and erroneous to negate the existence of values, ideas and beliefs that are different from those traditionally and commonly held that reflect one's own. In this context, politics mirroring the new differences are needed which means educating people to be tolerant in reaction to people migrating into the nation. If this does not occur it might have disastrous implications for all sectors of the society.

The U.S. economic environment was basically destabilized by the economic crisis in 2008 and by the outcomes of the midterm congressional elections in 2014 in favor of the Republican Party. As in many other countries the economy is shaped by an ongoing process of privatization of former public institutions. As an example, an increasing number of nursing homes and prisons, which were historically operated by the public sector, are purchased and managed by private corporations now. Obviously, corporations may not be mandated to care for the public wellbeing, but they are interested in increasing profits. Acting on the principles of the business performance model and providing quantity instead of quality, the values of these institutions are not in alignment with the principles of social work. Social work needs to resist this trend.

Tax loop holes make it easy to avoid tax payments for CEOs (chief executive officers). Hiring cooperate lawyers who are experts in finding these loop holes results in the average person paying more taxes proportionately than CEOs.

Unfair labor practices are reality for a wider range of people working in low wage contracts. There are multiple examples of corporations with questionable work practices. The largest fast food employers in the U.S. include McDonald's, Burger King, Target and Walmart, the major department store chain (Mulcahy & Johnson, 2013, p.1). Denise Ellis illustrated the unfair and economically unjust hiring practices for low wage workers by some corporate employers which include, hiring people for 30 or 34.5 hours per week, which is just shy of the fulltime minimum of the 35 to 40 hours per week, needed to be eligible for benefits. The benefit of this type of practice for large corporate employers, for example is that they do not have to pay any benefits or health insurance for its 'part time' employees. Citing multiple article sources Denise Ellis stated – directions for applying for social services and the applications for food stamps and Medicaid are handed out. The consequence for U.S. taxpayers is a massive tax burden to cover the expense of public assistance subsidies for these employed, but uninsured workers.

Similar to the economically unjust labor practices, the criminal justice system is also characterized by injustice. Denise Ellis illustrated this by giving the example of different penalties for possession of cocaine and crack.

Basically it is the same drug, just in a different form. The amount of all illicit drugs, regardless of the form is illegal. However, a wide discrepancy exists in the penalty for being stopped for small amounts of cocaine possession versus crack possession. The punishment for having small amounts of cocaine tends to be minor compared to being stopped with crack which is often followed by arrest and an incarceration. Crack is much cheaper than cocaine so seems more affordable for people with lower economic status. Therefore, those are the people more likely to be incarcerated for crack possession. People of color are over-represented among the lower socioeconomic levels of society. This characteristic has been exploited and has contributed to drug abuse strongly being ethnicized, and the assignment of a certain negative image of this group of people fed to the public.

Politics in the U.S. basically is dominated by two rival political parties. The Republicans, the "right wing" of society and the Democrats, the "left and liberal wing" are the leaders of the political debate. Republicans have conservative interest. They want minimal government in favor of privatization and minimum social services. People in need of services are not going to get these services under a conservative government. They would need other professions and systems to advocate for them. The social sector is not prioritized by the Republicans. It is the first budget being cut in favor of terrorism and military budgets. The Democrats want to restrict the amount of money provided from corporate donations and to make social welfare a basic right for people in need.

Candidates for the Supreme Court can only be elected by the President (Supreme Court of the United States, n.d.). These candidates have a lifetime allowance to be members of the Supreme Court. There is no public evidence that any examination of their values and ethics or mental health occurs after justices are elected to the bench. In addition, they can only be removed from office by the President. After the most recent economic depression, the U.S. Supreme Court granted personhood status to corporations. They were permitted to be treated like individuals with the implication that corporations were allowed to donate as much money anonymously as they want to the political elections. This method of campaign finance through legally equating corporations with personhood status is a real problem for a fair electoral process. The President is typically elected by electors in the electoral-college. There is a popular vote meaning the public vote. No matter what the public vote is, however, the electors of each state do elect the President. Trying to gain voter support the electors travel on promotional tours through many states, including 'swing states'. "Gerrymandering" means that the Democrat and the Republican Parties legally redraw the district lines trying to keep their person in office.

The Political Action Committee (PAC) is a lobby which gives monetary support for electoral candidates. The PAC can donate a certain amount of money to certain parties or candidates. It can be founded by any interest group and even by official persons. Since 2010 Super-PACs are legally endowed with the right to donate as much money as they want into the electoral process without any reporting. The following quote illustrates the monetary support of Super-PACs: "As of No-

Conservatives/Republicans	Liberals/Democrats
Right of center	Left of center
Minimum government	Maximum government
Corporation & privatization	Pro regulation of welfare services and business
Limit regulation (Banking, Capital valued over)	
Social protections	
Individual good	Social good
Elections – profit motive	
"American Dream"	"American nightmare"

Figure 2: Politics in the U.S.

vember 16, 2014, 1,246 groups organized as Super PACs have reported total receipts of $593,822,337 and total independent expenditures of $340,716,644 in the 2014 cycle." (opensecrets.org, 2014, Table 1). Governmental processes are paralyzed by the high amount of money in the electoral process. Elections no longer depend on the social wellbeing of society and on the candidate's work but on the highest amount of money and on the quality of lobby work behind a party.

In terms of the U.S. social welfare system, decisions have been influenced by the Republicans party's gain of votes in the midterm elections in 2014. The health care reform program referred to as "Obama Care" or in legal terms "The Affordable Care Act" has been vowed by the Republican Party to repeal this law if they retake the White House. For a lot of people the Affordable Care Act has many positive aspects as they can have health insurance e.g. students up to the age of 26, people with pre-existing conditions who can't be denied health insurance, and other members of vulnerable populations. If this law would be repealed many people will lose their health insurance. Unless the public sees the disastrous implications of the repeal of the law, and if the Republicans obtain the majority of votes, the Affordable Care Act would likely be repealed.

Another key piece of legislation is the act on immigration which the senate had 512 days to decide on without any outcome. The president made an executive decision to change immigration policies which the U.S. Congress can easily repeal.

Republicans and Democrats are also in opposition on the topic of energy and environment: The Republicans support fracking, nuclear power and the use of coal. One of the Senators publicly stated that "the global warming as the biggest hoax ever perpetuated" (Kilburn, 2014). Congressional representatives who believe and support this position totally deny the results of scientifically based research and records that demonstrate that 2014 was the warmest year since records were being kept. They are also referred to as climate deniers. The opposition taken over by the Democrats promotes the reduction of reliance on fuel and emissions in general. Renewable resources is their focus and referring to emissions and their influence on health and the poverty rate of the country they seem to act more in the way of human rights. The Republican's gain of seats in the Senate due to elections also has consequences on the geo-political and economic climate of the U.S.. Calling the global warming "a hoax" there is not much to expect concerning environmental protection on the part of the Republican Party. To the contrary, they are supporting fracking as exploitation of fossil fuels.

The Transatlantic Trade and Investment Partnership (TTIP) is the second key piece of legislation the Republicans are trying to pass along with the repeal of the Affordable Care Act.

Being fatigued and "over being outraged" by some of the problems and scandals that occur as Denise Ellis described the American's voter apathy, the U.S. political landscape is neither transparent nor comprehensible at all. Obviously, the parties and candidates

and the voters as members of society have very different ideologies concerning the future of the country. Voter suppression in the form of rules and policies appears to be increasing, with the goal of making it more difficult for the public to traditionally vote democratic. Gerrymandering as explained above is one method to reach this goal.

In general, several implications for social welfare services have to be expected due to governmental changes: the social contract once signed between state and society is slowly being eroded. Services, not being provided to those in need reflect a gross inequality. An increase in blaming the victim justifies further cuts to essential services. "If you would work well you probably wouldn't need these services" is the main argument to shift the focus from the state as the main provider of social wellbeing to the individual. Unemployment, poverty, food insecurity and lack of health insurance are only some of the implications of the disenfranchisement and marginalization of the individuals. The risk of social and economic injustice rises in a society which is governed by political conflicts over the nature and causes of poverty. Disagreements over how much of a role the government should have in rectifying the problems even increases this risk.

5. CHALLENGES AND DEVELOPMENTS FOR SOCIAL WORK

Some of the challenges social work is facing have already been mentioned: A lack of funding and increasing cuts in the social sector is challenging social work in all fields. With the same amount of work, but less money and fewer resources, professionals are at risk of experiencing increasing stress. Dealing with open work hours and many individual problems is very demanding for professional caregivers. To reinforce this point, Denise Ellis showed another video of one of her students who discussed concern about the risk of stress and burnout. She encouraged social workers to practice good selfcare, maintain a balanced, and a healthy life style to be able to deal with the client's problems. Denise Ellis emphasized that students need to learn to balance and separate personal life and work: "when it's time to go home you need to go home". Not taking client's concerns home is a skill which has to be improved and which takes time to learn.

Denise Ellis suggested that the profession's poor image is due to bad press and an inadequate job in communicating values and informing the public. Furthermore she contended that this is a challenge social work has to face. The average social worker is described as white, female, and middle class, who is not adequately representative of the diversity of clients served. To reflect this image and to exemplify the client's right to have a social worker "who looks like them, sounds like them, and who is more likely to have a similar cultural basis", students from diverse backgrounds have to be encouraged and guided. Client's ethnic backgrounds have to be taken seriously for an effective practice. Beyond this, more students with dual degrees in social work and law are needed in elected positions to be able to advocate, even more

effectively on a macro level for people in need. Economic and political realities are overstraining and distracting the public from systemic inequality. A student clearly articulated this concern in another video: She described the connection between local and global politics by stressing how to be informed and actively participating in local politics. This is credited with increasing her awareness of global political issues. Voting in a more informed and responsible manner is the outcome of relating local to global topics.

Social workers have to continue efforts to achieve social change and to inform society on their rights as part of the efforts to promote social and economic justice. Reducing stigma and increasing the publics' consciousness about discrimination and its implications and consequences are fundamental principles of the social work profession. They reflect the professions core values and ethics, and have to be actualized in society. As an example, one of Denise Ellis' students who is working in a prison reentry program illustrated the ethical dilemma social workers often have to deal with. Another student reinforced this point by describing common experiences of single mother households, which illustrates the role of politics, which tend to blame the individual, while distracting members of society from the politics of inequality. Greatly affected by a future law these mothers and their children are forced to survive on inadequate income, healthcare, affordable housing and food insecurity. These families are living in poverty, unable to care for their children and are blamed for systemic conditions indicative of a failure of government to meet obligations

related to the social contract (Charles, 2013). The paradox between trying to integrate clients into society which stigmatizes them is difficult for both, clients and professionals. On the other hand it is social work's responsibility to educate the public to be more open and tolerant and to build a society on equal rights. Social work in its multiple roles as advocate, broker, counselor and initiator has to assist those who need support.

6. RECOMMENDATIONS

Concluding her speech Denise Ellis pointed out several recommendations concerning the profession's way to promote change. In terms of societal recommendations,

■ social work needs to improve a cultural dialogue and to create safe zones in which this dialogue can occur and is free from being penalized for discussion and promotion of diverse ideas. However, Denise Ellis is aware that this is becoming increasingly difficult in light of growing conservative attitudes toward improving the well- being of members of vulnerable populations.

■ Civic education and engagement is needed to inform the public about current issues, and their role, for example, understanding the importance of voting, not only in presidential elections.

■ Making the public aware of the inequality in society, and encouraging support of, and participation in social movements creates solidarity among people. "Do what you can

with what's within your reach" as Denise Ellis commented means inviting people to participate without exhausting their own resources. Cooperating for survival in solidarity creates a more tolerant environment.

■ Adapting to academic realities is a duty and a challenge for traditional social work education. The internet as primary source of information on one hand still is a very new medium in many classrooms, but on the other hand is part of everyday life in the 21st century. The potential danger of only consuming and not practicing the knowledge and information taken from the internet has to be understood and embraced by educating people how to use social networks responsibly. Incorporating technology into the classroom is an important step in creating this responsibility and creating a benefit from it. Not running from the internet but finding the balance between face to face contexts and social media is the duty of social work teachers and professors to stay current with all issues and to adapt change (NASW, 2004, Adapting to changes section). As another of Denise Ellis' students' pointed out, "change is inevitable". It may be positive or negative, but in every case it is provoking emotions such as stress or anxiety for example about how to use technology, and how to utilize social media competently and ethically, in both dimensions, professional practice and personally.

■ Social workers in their function as "agents of change" have to empower clients with coping skills which are needed to work through and achieve changes. Several examples may be: identifying support systems, recalling past skills that help to cope, helping clients maintain as much normalcy as possible, to facilitate client function, helping clients deal with emotions, and respecting client self-determination.

■ As a profession which has to provide information to the public and to the media, it is indispensable to be able to deal with technology and social media. Changing the media's perception, social work needs a "makeover" and professional help to improve its image in the world.

■ Radical social work was introduced by Denise Ellis as a more direct way to promote social change. This approach on radical social work is usually achieved when groups of activist social workers organize actions that dismantle oppressive policies and practices fostered by institutions and systems that promote injustice.

■ Self-organized intergenerational, multiracial groups also provide "out of the box" social work and try to provide alternative sources of information to a public, fed up with news and scandals.

■ Last but not least, consistently engaging in 'self- care' is a critical strategy for social workers to reduce and shield themselves from the stress associated with our work (NASW, 2004, Self- care section).

Denise Ellis ended her speech with a quote by Jerry Garcia. "Somebody has to do something, and it's just incredibly pitiful that it has to be us."

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III

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SOCIAL WORK IN SPAIN

1. INTRODUCTION

The late 20th and early 21st century have been the key for the consolidation of Spanish social work. Since 1978 the constitution has been in force, making the Spanish democracy a very young one. The Spanish constitution also provides the basis for the modern Spanish welfare state and for modern public social services. 90 % of today's social workers are operating in the social service system which is conceived as a dual system, consisting of general and specific services.

In the 1980s and 1990s the social service system developed and expanded at different territorial and administrative levels. Social services organized on a local, county, regional and national level partially led to an overlapping of services offered. The government recently cut off funding using the argument that there were too many providers offering the same service. From a general administrative point of view this might be true, but eliminating services in times of greater demand is not fair for people who are in need of support.

	2001	2002	2003	2004	2005	2006	2007
Social Protection	19,70	20,00	20,30	20,30	20,30	20,50	20,80
Health	–	–	7,90	7,98	8,03	8,09	8,18
Education	4,24	4,25	4,28	4,25	4,23	4,26	4,34

Figure 1: Key indicators: expenditures in health, education, and social protection 2000–2007 in Spain (% of GDP) (Eurostat)

In this time of consolidation from the 1980's to the 1990s a growing number of social workers were employed at these different levels. Their first social identification was that of the social worker as an agent of control, whose basic occupation was "removing children out of their families". A widely spread negative image of the profession was a big problem for social workers. The professionals had to fight against this image on all levels. During the late 1990s growing demands on the social service system led to a professional diversification in the fields of healthcare and educational services, sociocultural intervention and family mediation.

The first years of the twenty-first century were a period of high migration to Spain: more than 6 million people – mainly from North Africa, East Europe and South America – came to Spain searching for work and better living conditions. Spain was growing very fast due to the economic boost provided by the construction industry. Spain had to face a turning point: suddenly it became a destination for different groups of migrants. Social work had to conceptualize an answer for the needs of these new people.

2. SOCIAL POLICY AS A CONTEXT: THE SPANISH CASE

The early 21st century – a period of challenge for the profession because of new demands of people – was a time of economic growth for the whole EU. The expenditures in health, education, and social protection increased, which meant that also social work was growing. Europe was growing however the Spanish expenditures in this sector were nearly stagnant.

Spain faced a consolidation of social services as a modern social welfare state in a period of just 10 to 15 years. This did not mean that Spain was doing it right; it did not mean that Spain was growing on the same level as all other EU member states and it did not mean that Spain made the
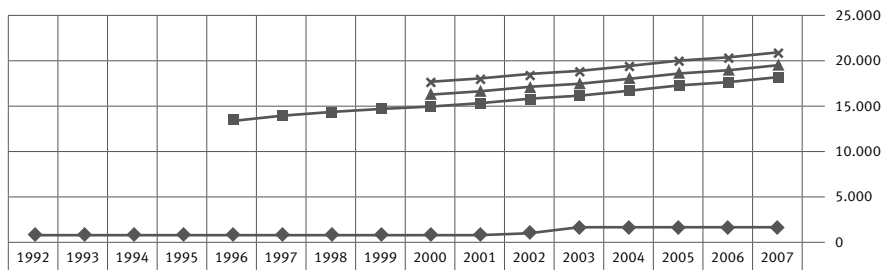

Figure 2: Number of Professionals, 1992 – 2007 Consolidation of Social Services in Spain (Eurostat) (Number of Workers [Health and social Work] 1992–2007 [x1000]) | ✕ EU-27, ▲ EU-25, ■ EU-15, ◆ Spain

same effort as the rest of the EU. Spain did spend money on social protection but the difference between the amounts of money spent on the social system by Spain was not enough to reach the average of spending in the EU context. Even though Spain was growing, it was not growing enough. The demands and needs of 6 million new people had to be taken care of. The time to grow was actually also a time of underdevelopment of social protection in Spain. The gap in expenditures on social protection per inhabitant reached a high level between 2000 and 2006, when Spain is compared to the EU.

Although the level of social security was moderate, several processes and factors promoted and influenced growth in the Spanish social sector at the beginning of the 21st century.

Spain used to be a country with a young population, e.g. in comparison to Germany, but it is not anymore. Nowadays Spain is aging really fast. The first public care services were developed under the "dependency law"[7]. The "dependency law" was the first legislative act recognizing that care must be supported by the state and not by private agencies. Aging and a great number of elderly people are new challenges in the Spanish society. The first "dependency law" was a very shy movement on supporting families by the establishment of specific services. From 2004 to 2011 the socialist government under Prime Minister Zapatero gave monetary or professional support to families taking care of elderly family members who had to be recognized as dependents.

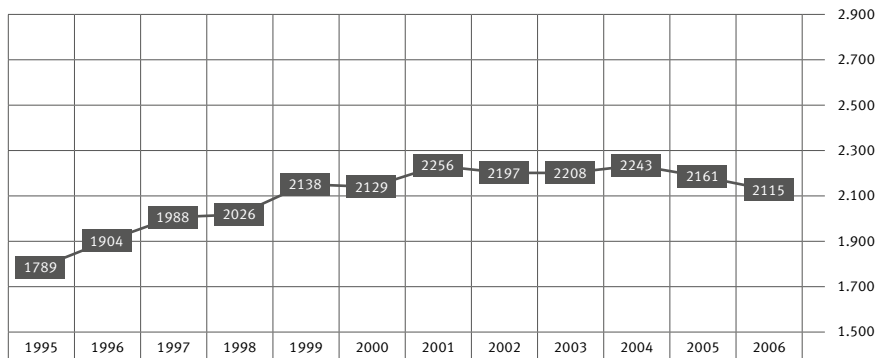The migration of about 6 million people to Spain increased the number of professionals

Figure 3: The gap between EU-15 and Spain in expenditures in social protection per inhabitant – PPA Units: 1995–2006. Underdevelopment of Social Protection in the EU context? (Spanish Social Observatory) (━━ Déficit de Espana con el promedio de la UE-15)

in the system. As a result of these new demands, more specific tasks challenged professionals in the field. Social work was losing relevance and also parts of its competencies to other sectors. Nurses took over typical social worker's tasks in the health care system. Nursing and social work were arranged in competing structures.

The family as a provider of social well-being is very important for the Spanish welfare system. But the government did not see the necessity in spending money to support families. When the Spanish consolidated system and social policy were established, the social work profession was rethinking itself. The introduction of new topics, like user participation, appropriate treatment of clients, and the importance of research for social work led to new ways of thinking and internal conflicts with previous theories and practice. During these former times there had been nearly no specific research for the social work profession. Research in other professions like psychology and sociology prevented social work from becoming a theoretically independent profession.

The use of new technologies (also in social marketing) and the role of social workers in the development of a corporate social responsibility became more important. The development of new services in private organizations, such as family mediation – done by lawyers – paved the way for a new role of social workers.

Education in social work deserves a specific mention. The Bologna Reforms had a high influence on the Spanish educational system. A double system, consisting of short-term and long-term study programs was typical before the reforms. The discriminatory social implication of "rich" students being able to do the long-term study program and "poor" students having to do short-term study programs had a high impact on the social work profession, which originally was only a short-term study program. The "Bologna Process" changed this. Now both bachelor studies and degrees with entrance to master studies are equal for all students.

To sum up, rethinking the profession in Spain has been mainly led by two questions: "Who are we?" and "Who do we want to be?"

3. CRISIS: A TURNING POINT FOR SOCIAL WORK

The "professional revolution" was interrupted by a global catastrophe. After 2008 the financial crisis suddenly put Spain in the focus of the international media. It forced the protection system to change entirely. Social marketing, corporate social responsibility, and poverty were declared to be "old fashioned" problems without priority. After the crisis there were more poor people. Also there were more poor people in complex situations who had never been users of social services before. The image of people digging in trash bins completely changed the image of the country.

A consequence of the financial crisis was the rise in global unemployment, which from a
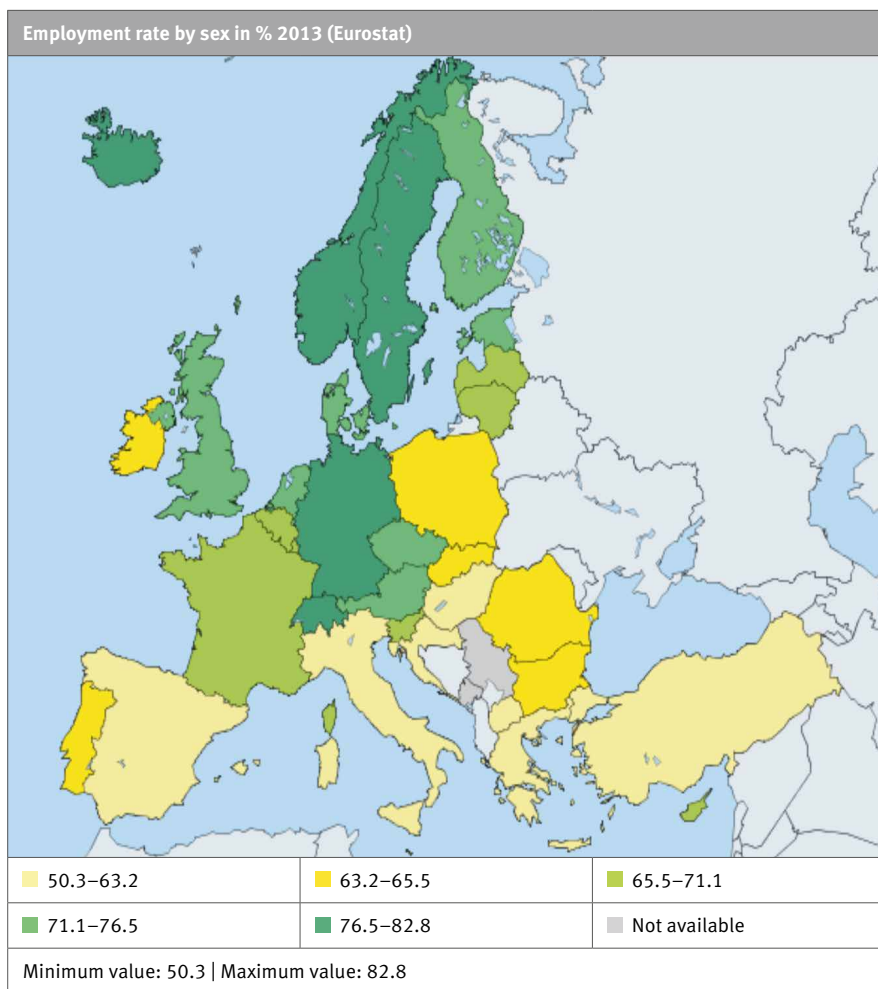
Figure 4: Employment rate by sex 2013 (Eurostat)
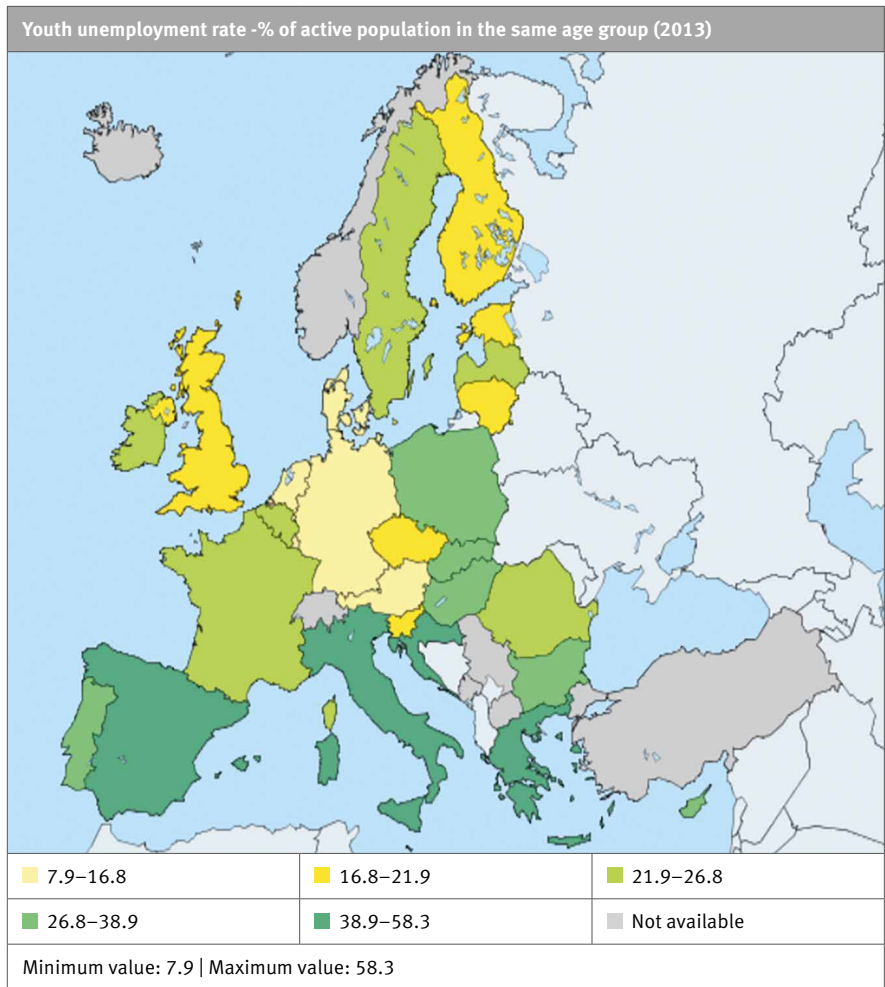
Figure 5: Youth unemployment rate 2013 (Eurostat)

At-risk-of-poverty rate of households with at least one dependent child by work intensity (source: SILC)

%-2013
Very low work intensity [0–0.2]

30.1–55.3	55.3–67.8	67.8–71.5
71.5–75.8	75.8–89.5	Not available

Minimum value: 30.1 | Maximum value: 89.5 | eu15: 62.0

Figure 6: At-risk-of-poverty rate of households with at least one dependent child by work intensity 2013 (Eurostat)

labor point of view totally ruined several countries. There are more than 700,000 households without any kind of income in Spain today. Dependent on the help of other families, on elderly people's pensions as their only income, they hardly can survive. The unemployment rate in Spain is very high: 5 million people of 45 million inhabitants are unemployed and looking for a job. The youth unemployment rate is about 50 % (Eurostat: 2014b). Apparently, there is no future for these young people. They have to develop the society but do not have any kind of labor perspectives. Most of the qualified people are going abroad to work, e. 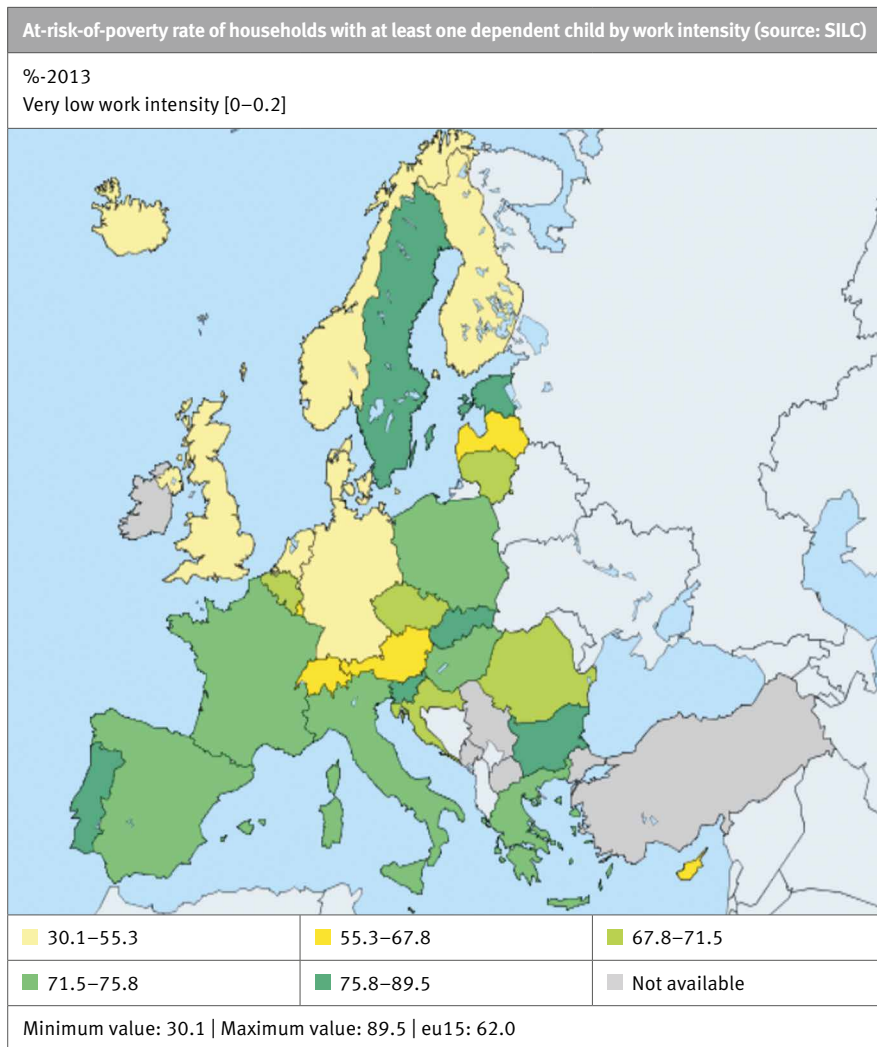g. to Germany and Latin America. A country's economy without young and qualified people has nothing to offer – and this is one of the main problems in Spain today.

In the 1990s lots of Latin Americans were coming to Spain, but today many Spanish people emigrate to Brazil, Argentina and Ecuador – countries which economies are growing at the moment. The Spanish society is in a critical situation: employment and work as important factors of social integration in society are no longer working well.
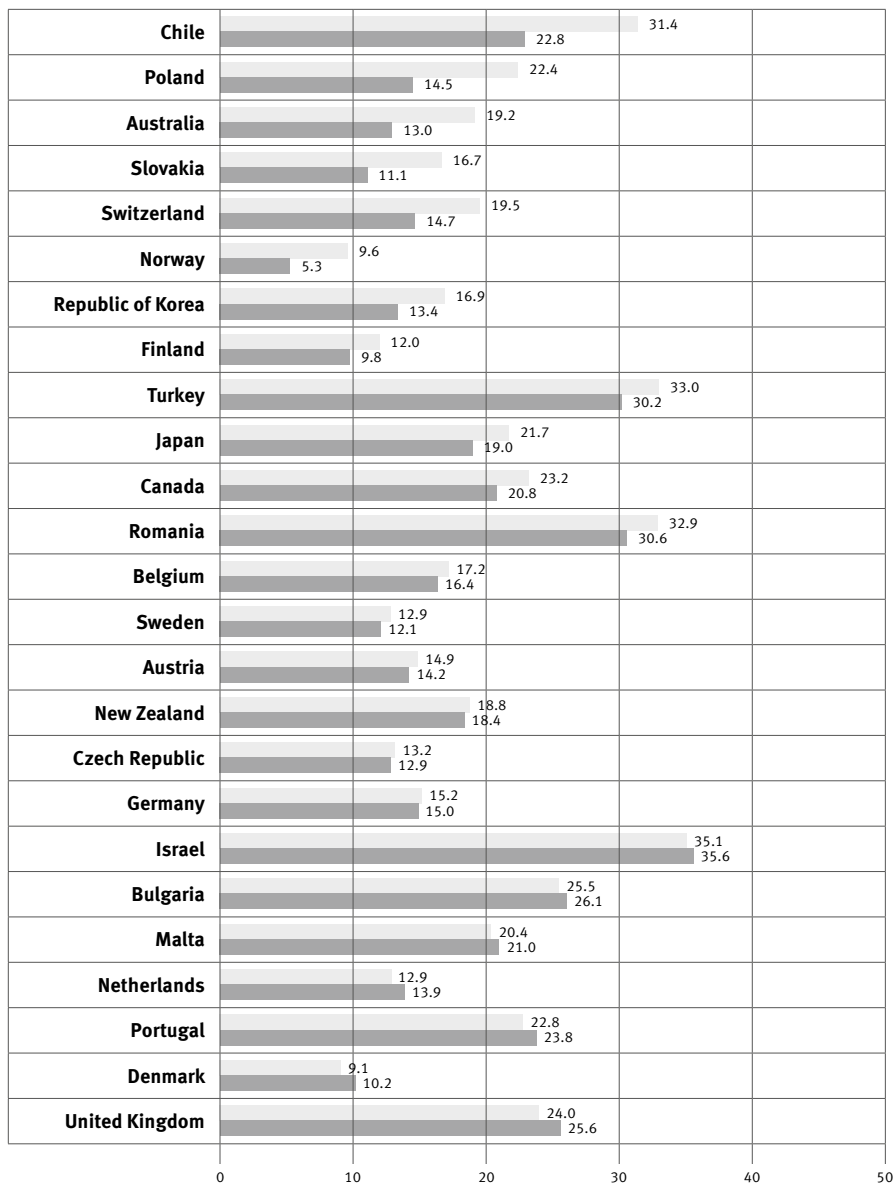
Figure 5 shows a number of selected countries where a lot of young people live isolated from education, work, and society. Spain, Italy, Greece and Bulgaria occur in this list as the top countries without any perspective for young people.

One of the main characteristics of the Spanish social system in the current situation is the spending on unemployment payments (which is very high) whereas a budget for families and children is nearly non-existent. If families and children are the most significant factors influencing the future of a country, this very low monetary support appears paradox.

Of every 100 € spent on social protection in Spain, only 5 € are spent on family services (Eurostat: 2014a). Social work in this sector suffers from underfunding. A great number of students wish to work with families in the future, which emphasizes that these services are a main competence of the profession. But families are unprotected in the system and even social work is not able to work with them. When it is made so difficult to survive, it is the strong solidarity between family members which saves them from exclusion. However this is definitely not the idea of a modern public welfare state.

A former positive development of the profession and a period of economic growth at the beginning of the 21st century turned into increasing poverty rates. One consequence was an increased de-professionalization of social work after the crisis. Poverty as well as differentiated and very complex cases are demanding a lot from a profession out of means. Child poverty in Spain is growing as well (UNICEF: 2014); Spain has one of the highest child poverty rates in the EU. In very few other countries child poverty has risen faster than in Spain. Households with a lot of children suffer most from the crisis and the high unemployment rate. A severe de-professionalization is taking place when a main occupation of social work is to gua-

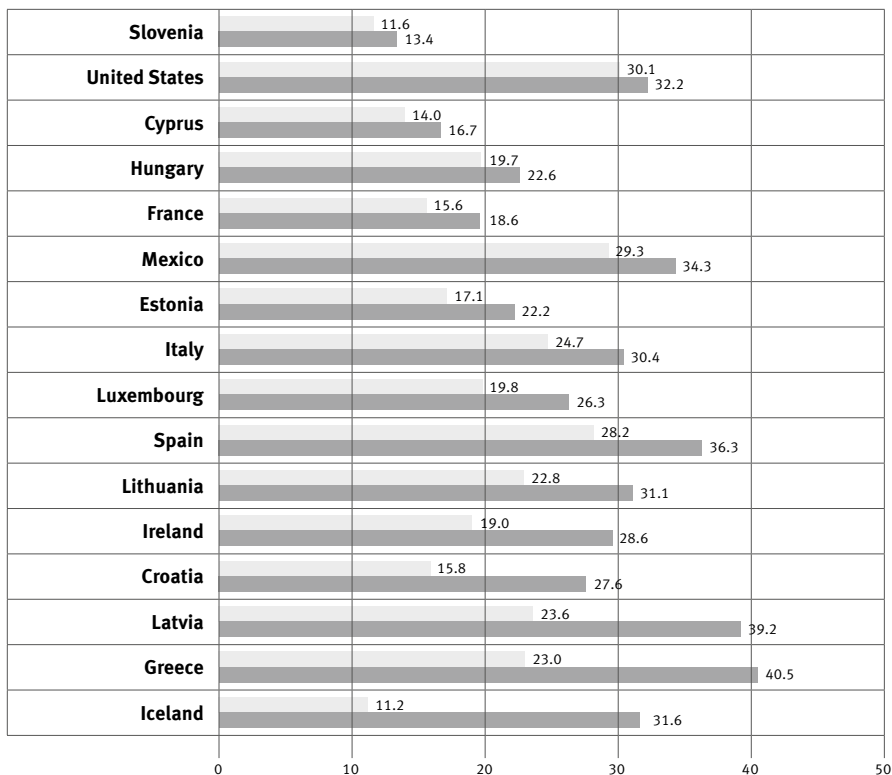| Country	Light bar	Dark bar
Chile	31.4	22.8
Poland	22.4	14.5
Australia	19.2	13.0
Slovakia	16.7	11.1
Switzerland	19.5	14.7
Norway	9.6	5.3
Republic of Korea	16.9	13.4
Finland	12.0	9.8
Turkey	33.0	30.2
Japan	21.7	19.0
Canada	23.2	20.8
Romania	32.9	30.6
Belgium	17.2	16.4
Sweden	12.9	12.1
Austria	14.9	14.2
New Zealand	18.8	18.4
Czech Republic	13.2	12.9
Germany	15.2	15.0
Israel	35.1	35.6
Bulgaria	25.5	26.1
Malta	20.4	21.0
Netherlands	12.9	13.9
Portugal	22.8	23.8
Denmark	9.1	10.2
United Kingdom	24.0	25.6

Figure 7: Change in child poverty between 2008 ( ) and 2012 ( ) (Source: Innocenti report card No 12)

rantee three meals a day for families. This consequence is not acceptable at all for professionals in the protection system and it demands a rethinking of the priorities in social work and in the system of social security.

In comparing the child poverty rates of Sweden, Germany, the Netherlands, the U.S.A., Lithuania, and Spain the last three countries already had a very high child poverty rate in 2008. After the crisis in 2012 the child poverty rate decreased only in two countries – Sweden and Germany – whereas it increased in the other four countries. The countries with the highest increase of the child poverty rate were Spain with 7.1 % and Lithuania with 8.2 %.

Figure 8 shows the expenditures in health, education, and social protection in Spain

and in the EU-Context. Spain is spending more money than ever before on social protection since the crisis began. In reality this budget is spent in the context of the high unemployment rates. The Spanish unemployment system is not built for a crisis of this dimension. To finance the unemployment transfer and insurance meant that the budget for health and education had to be cut. This way of redistributing money had an impact on the quality of higher education just as it had consequences for the profession of social work and for future students.

4. REORGANIZING OR DESTROYING? THE RECENT REFORMS OF PUBLIC SOCIAL SERVICES IN SPAIN

The economic crisis dramatically increased the demand for financial support to the public system of social services. In 2013 there were 1.5 million new users in the social system – people who never had been in social services before.

European austerity measures were translated to the Spanish social security system with high impacts on the civil population's well-being: The reduction of the universal coverage of social protection as a measure of the conservative government restructured the right for undocumented migrants to receive help. Acute diseases like diabetes were no longer covered by the public system. Today this means that undocumented migrants in a case of acute need are not allowed to be treated in a hospital. Economic calculations have shown that the government is saving nearly nothing through this restrictive program (Asociación Estatal de Directoras y Gerentes de Servicios Sociales: 2014a)[8], but denying help for the needy
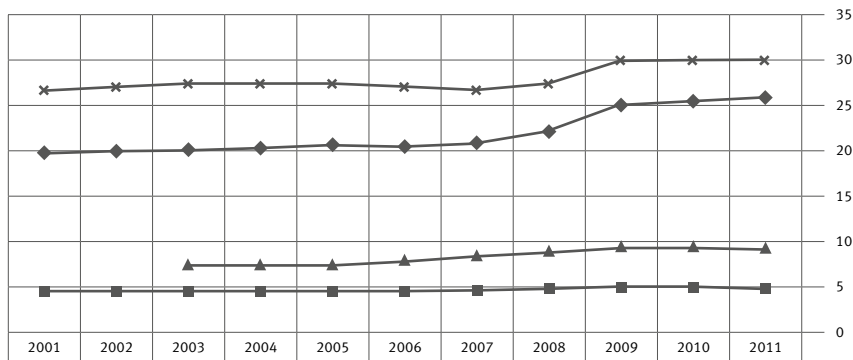

Figure 8: Expenditures in Health, Education, and Social Protection, Spain and EU-17. 2001–2011 (% of GDP) (Eurostat) | ✕ EU-17 (social protection), ◆ Social Protection, ▲ Health, ■ Education

might be seen as a message that would prevent more migrants from coming to Spain.
The dramatic reduction of expenditures in the social sector led to fewer resources for social services in 2014 (Asociación Estatal de Directoras y Gerentes de Servicios Sociales: 2014b). In addition all new developments, such as the dependency law, were stopped. The consequence was that new clients were not recognized as users of the services anymore. Growing demands, fewer resources and fewer professionals is a simple equation that leads to overloaded services and workers. Since the beginning of the crisis a staff reduction in the Spanish social work sector has taken place: 20,000 people have been fired, including young people, part time workers and people with vulnerable contracts in non-public services. Article 14 of the European Social Charter says that every country signing this declara-

tion should "promote or provide services which, by using methods of social work, would contribute to the welfare and development of both individuals and groups in the community, and to their adjustment to the social environment." Social work and social services are not just humility. They are a right for every individual. Cutting social services through austerity measures is a fundamental contradiction to European social values, which the Spanish government has declared to promote.

Figures 10 and 11 give an overview of what has happened in Spain. The expenditures on social services per inhabitant are decreasing (see figure 10). The number of recognized new users of the dependency system was growing until 2012. Since then it has begun to decrease and there are no more new users recognized (see figure 9). The situation is
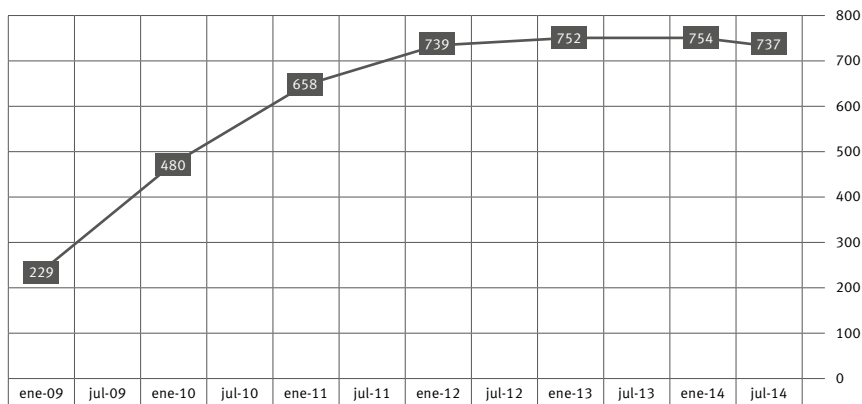

Figure 9: Number of recognized users of care services from January 2009 – January 2014

a paradox: there are fewer care services, reduced expenditures, fewer workers in the field, while at the same time there is a growing demand for them.

Furthermore the government placed high priorities on a rationalization of the local administration: It proposed to close 40 % of all local social services. Services on the national and regional levels seem to be overlapping. But the national services are underdeveloped; they cannot meet the quantity of demands.

How is it possible that people are not objecting to this? Social work is not popular in Spain, nor is it visible. People are not concerned about it shutting down. The importance of fighting against cuts in education and health care is generally accepted by the public because it perceives these services as necessary and close to the people. Social services, however, are not perceived as needed or as close to the people. This is a further reason for the ongoing cuts in social services.

Neoliberal standards found their way into the Spanish society when the government reduced the public sector and supported "charity" and "for-profit" organizations. The privatization of services in the former public sector means entrepreneurship, funding small social work enterprises that offer services to be contracted by the local government. These kinds of privatized social services are doing the same work as what the public sector used to finance. But privatized social services usually receive less money and more pressure. The result is an impoverishment of social services as a working place for professional social workers.

5. LEARNING TO BE A SOCIAL WORKER IN SPAIN

Current developments in Spanish social work are also a part of a changing education system in which the field has moved: from marginality to higher education.

In its first stage before 1981 social work education was established outside of uni-

354,02 €		
	322,76 €	
		306,91 €
2011	2012	2013

Figure 10: Expenditures in social services per inhabitant from 2011 – 2013 in Euros

versities. Social work used to be a private study. From 1981 social work was integrated in the Spanish higher education system. It became a short-term study program with a lack of research. Furthermore there was no PhD program in social work. The post-Bologna stage established a bachelor and master system also with a strong leaning to more research. But there is still a very low rate of PhDs in social work in Spain. And there is a big gender gap in social work, too. The vast majority of Social Workers in the field are men.

The current situation of social work studies and research consists of 39 universities offering programs in social work on the bachelor level and 58 master programs. The curricula are related to social intervention, work with individuals and families, gender, gerontology, and social development.[9] Only five of these programs are explicitly named as social work master programs. Furthermore two lines of doctorate programs in social work and ten indexed scientific journals with a specific focus on social work exist. There is a higher interest in specific social work research, and the number of publications in this field is increasing. These results have been stated by the first report about Spanish social work research (Herrera/ Herrera Lima, 2013).

It has to be pointed out that the Spanish higher education system has adapted the rules of the European Higher Education Area. Social work today is a consolidated academic career mainly in the form of the bachelor degree after four years. Boosting social work research, establishing new master programs as a bridge to more PhDs in social work, and eliminating the gender gap in the profession are tasks that remain to be done in the future.

Figure 11: Expenditures in social services (% GDP)

A future trend in the higher education reform is the move to three-year bachelor programs and two-year master programs. During the "Bologna Process", Spain decided to institute a four-year bachelor and a one-year master program, which is unusual in Europe and elsewhere around the world.

Less state and less public effort in the educational system also means decreased expenditures in higher education. Fewer grants for students and a limited access to master programs mean lower rates of PhDs in social work. This context is determining the Spanish future, too.

6. FINAL CHALLENGES: SOCIAL WORK TODAY AND IN THE FUTURE

The main scope of Spanish social work today is to preserve a modern system of public social services to support both the professionals and the clients. Social work has to put this challenge at the center of public perception.

The representative of the Federation of Social Work Association in Spain clearly spoke against a cut in social services. A solidarity movement called THE ORANGE WAVE [marea naranja][10] is fighting to establish universal social services for everyone. It is also trying to prevent the government from closing the local offices. So far this has not been successful. Many demonstrations have been organized trying to make social work and its professionals more visible in society. The fight against a widely spread negative impression of social work has a long way to go in changing the public's view of social work.

"Social corporate responsibility" and "social marketing" were influential topics during the early years of the 21st century in Spanish social work. Now after the crisis, a whole new context of societal priorities and challenges have emerged: How can social intervention be adapted to the scene of decreasing resources? How can social work practice become more efficient? Efficiency as an economic expression cannot
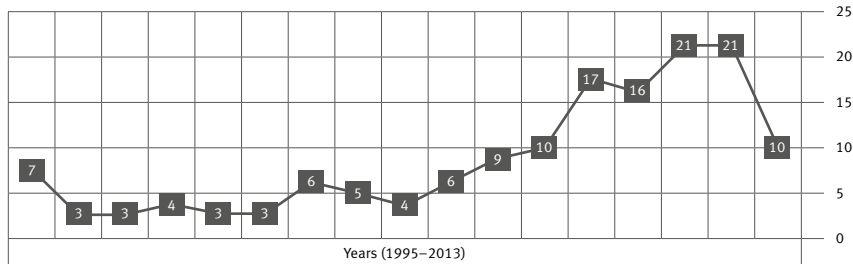
Figure 12: Number of Spanish indexed articles in social work international journals (1995–2013)

be used in a social work context, but trying to do the same practice with fewer resources is economization of social work.

Is social work able to deal with these new and growing demands? Should targeted groups of clients be prioritized by several measures? Who comes first: people who are hungry, those who are homeless, or clients with mental illnesses? Or should everyone be treated as before? There are many open questions – in practice, in research, and in theory, too.

Developing ways for professionals to look after their own well-being is also an important topic in modern social work under the current conditions. Ways to avoid "burn out" and new psychological risks in overloaded services have to be studied. "Resilience studies" might be especially useful, taking the pre-crisis challenges and adapting them to the current stressful context.

All these questions and topics are current and important in Spanish social work today and in the coming years. The economic and financial crisis as a critical context might contain more options beyond research.

Figure 13: Number of PhD-theses in social work (2008–2013)

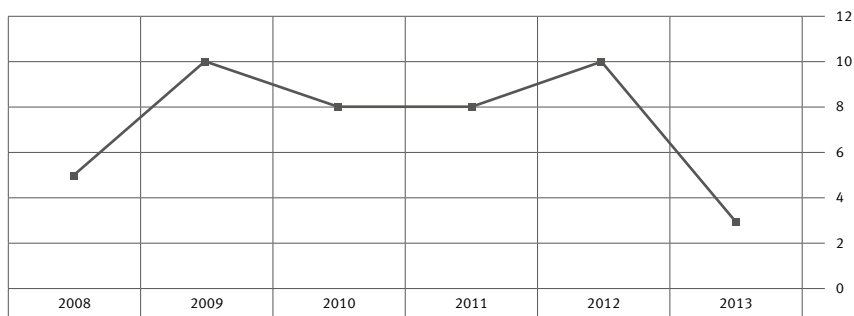## FOOTNOTES

[7] The "dependency law", as it is known in Spain instead of its complete name – Ley 39/2006, de 14 de diciembre, de Promoción de la Autonomía Personal y Atención a las personas en situación de dependencia – [39/2006 Law on Personal Autonomy and Dependency Care Services] was one of the major changes in public policy introduced by the former socialist government in March 2006 and formally released in December 2006. It was conceived as a universal service providing care services and resources (monetary or not) to caregivers in a family context, but it is currently underfinanced and these services are not reaching the current demands and needs.

[8] The translation of the term is "Managers of Social Services State Association"

[9] Data from the National Conference of Faculties of Social Work [Conferencia de Decanos/as y Directores/as de Trabajo Social] (http://conferenciatrabajosocial.blogspot.com.es/).

[10] To follow the activities of this movement of social workers and other professionals from social services fighting against Government's cut off it is useful to visit the web of the National Social Work Council [Consejo General del Trabajo Social] (http://www.cgtrabajosocial.es/portada).

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Impressions

Rasa Naujaniene (Lithuania)

Rasa Naujaniene

SOCIAL WORK IN LITHUANIA – CURRENT ISSUES ON SOCIAL SERVICES

1. INTRODUCTION

The historical dimension of the country is emphasized by Rasa Naujaniene to help to explain and understand past and current developments. In her speech she described the current stage of the Lithuanian social work profession. Due to many political changes during the last century, social work as a profession is in its beginnings. Up to today the level of education is not sufficient. The low level of the Lithuanian social welfare and security system produces a high level of poverty, which makes social work responsible for securing the basics for the people in need. Common fields of Lithuanian social work were described by the author in cooperation with one of her master students (Gabriele Vaitulionyte), who illustrated her work at the Lithuanian Red Cross.

2. SOCIAL WELFARE AND SOCIAL SECURITY IN LITHUANIA

Having regained independence in 1990, Lithuania started to create a new system of social security which forms the basis for social work today. This section gives a short overview of the structure and features of social policy in a comparative dimension.

a) Lithuanian social welfare development

Aidukaite et al (2012) maintain that the formation of social security took place in two directions after 1990. On the one hand the state tried to recreate institutional and organizational social security systems which were established before the 1940 Soviet occupation. On the other hand, there were attempts to use institutional and organizational examples of social security systems from Western countries, even as a Soviet system of social provision was also inherited. As noted:

"In the last century when political systems underwent fundamental changes, the economic and social welfare system in Lithuania would often find itself in the restart position, as well as state institutions and communities that had to adapt and reorganize to be able to function in the new conditions." (Mazeikiene/Naujaniene/Ruskus 2014: 644)

When recreating the elements of the social welfare system from the years before 1940, the principles developed at that time were taken as a basis. The variety of social welfare system actors was encouraged and the role of communities and non-governmental organizations was reinforced. Social services were delivered locally by establishing small private charity organizations. In the period of 1918 to 1940 the social security system in Lithuania was comprised of social insurance. The state was more active in the sphere of social insurance and social care was the field of private charity organizations that were financially supported by the state, though not sufficiently enough (Aidukaitė et al, 2012).

In this period a certain distribution of responsibility among different social security actors existed. Wealthy relatives, village communities and local parishes provided informal social care. The national government also established part of the shelters for children and for the elderly and the disabled.

In former times, when Lithuania became a part of the Soviet Union, a specific welfare system was created. Aidukaitė (2004) maintains

that this Soviet welfare system can be thought of as a form of authoritarian welfare state, based on compulsory employment with a huge redistributive mechanism. In the social sphere, paternalism demonstrated itself in the nationalization of the social sector, direct intrusion of the state into the sphere of social services, and exclusion of other potential actors able to solve social problems. This is also noted by Mazeikiene et al. (2014: 645) with reference to Aidukaitė (2004):

"The Soviet Union welfare system can best be thought of as a form of authoritarian welfare state, based on compulsory employment with a huge redistributive mechanism. […] discussing the soviet system and possible implications for social policy, [it is] defined as paternalistic with certain characteristics of étatism demonstrated in planned economy, strict regulation of production and resource distribution. In the social sphere, paternalism demonstrated itself in the nationalizing of the social sphere, direct intrusion of the state into the sphere of social services and exclusion of other potential actors able to solve social problems."

Social support and some major services were given by trade unions, medical institutions, executive committees, and later by social departments of major institutions (Bagdonas, 2001). During the Soviet Union, producers were not interested in satisfying the needs of consumers. Paternalism entrenched strong service institutionalization when creating big state foster institutions like homes for children and homes for the disabled.

Paternalism also encouraged the growth of nomenclature and bureaucracy; preconditions were created for corruption, inefficient decisions, suppression of private economic initiative, black economy, and control of the private lives of the citizens by the state. As noted by Mazeikiene et al. (2014: 645):

"The formation of social policy in the post-communist countries, and the reform of social services in considering the attempt to overcome paternalism and étatism, leads to new principles being developed in order to reduce the role of the state. The authors analyzing the post-communist states' social service reform welfare mix and focusing on the case of Bosnia-Herzegovina, Croatia and Serbia, state there is a transition in progress to a new welfare mix according to the principles described as the '3Ds' of reform, namely, deinstitutionalization (the move away from long-term care in residential institutions towards community-based services); diversification (the promotion of a renewed welfare mix of state and non-state providers including non-governmental organizations (NGOs) and the private sector); and decentralization (the transfer of rights, duties and responsibilities to local populations). As Bošnjak and Stubbs (2007) say, the 'diversification' of service provision is connected with 'deétatisation', empowerment of service users and the mobilization of their families, communities, civil society and the private sector, which is also treated as the subsidiary principle."

b) The social security system in Lithuania

The present Lithuanian social security system is comprised of social insurance and social assistance. In this system, social insurance based on work income and participation in the labour market has the most important function. After regaining independence in 1990, there were attempts to adapt the Soviet social insurance system to the market-based economy (Dunajevas, 2011).

The goal of the social insurance system is to guarantee income for the insured in cases of incapacity for work due to old age, illness, disability, and maternity. The system is based on the "pay-as-you-go principle". Since 2004 an accrual of supplementary parts in the social insurance contribution was allowed to serve as the basis for a funded pension plan.

The system of social assistance comprised of benefits and social services has a smaller role. The social assistance system is carried out with support from the state, municipalities, and non-governmental institutions. Institutions that are municipality subordinates and non-governmental organizations are the main service providers in Lithuania. Private service providers are just beginning to enter the social service market. In this context Mazeikiene et al. (2014: 645–646) point out:

"Historical and political conditions determine that social services do not cover an influential part in the social security system. Poor and uneven financing of NGOs leaves the delivered social services in uncertainty.

The reconstruction of the major institutions inherited from the Soviet Union is a slow process, and services in these institutions are given a significant share of financing thus leaving present and potential new actors (community-based services) behind. It is related to etatism coming from the Soviet times when major institutions and not services were financed (Žalimienė & Lazutka, 2009). Since 2006 the situation has been changing with the introduction of service delivery financing as opposed to that of the institution. The state and municipalities decide what services have to be financed and how; the recipient's participation in decision-making is minimal."

At present, social services are delivered according to the pre-war liberal residual model using major care institutions inherited from the Soviet times. Poor financing of NGOs leaves the delivered social services in uncertainty. The reconstruction of the major institutions inherited from the Soviet Union is a slow process and services in these institutions are given a significant share of financing thus leaving present and potential new actors behind.

c) The financial situation of the social security system

After regaining its independence on 11 March 1990 the state's social security system started to be developed. The short period of independence partially explains the difficult financial situation of the social security

	2008	2009	2010	2011	2012
EU-28	25,90	28,70	28,50	28,20	28,60
Sweden	27,70	30,10	28,60	28,20	29,30
Lithuania	15,90	21,00	18,90	16,90	16,30
Poland	19,40	20,40	19,60	18,60	17,70
Estonia	14,70	18,80	17,60	15,60	15,00
Finland	25,10	29,00	29,20	28,80	30,10
Germany	27,10	30,50	29,80	28,60	28,70
Ireland	20,10	23,90	24,50	23,20	23,00
Netherlands	26,40	29,40	29,70	30,20	31,00

Figure 1: Expenditure on social protection, 2008–2012 (% of GDP)

system (Naujanienė/Ivanauskienė, 2008). Statistical data demonstrate that Lithuania, when compared with Western European countries is not willing to allocate adequate financial resources to the social welfare system.

While Sweden, Germany and the Netherlands have maintained an almost stable expenditure on social protection of about 30 % of GDP in the years shown in Figure 1, Lithuania has an expenditure in social protection of only 14 % of GDP, which increased up to 21 % of GDP in 2009, but then decreased to only 18.9 % of GDP in 2010. With this low expenditure in social protection, Lithuania is clearly below the EU average of 25.9 % of GDP in 2008 and 28.5 % of GDP in 2010. The average expenditure on social protection in the EU increased from 2008 to 2010

while in Lithuania it increased from 2001 to 2009 but then decreased quite rapidly.

Figure 2 illustrates the very low expenditure on social protection in Lithuania. To point out some examples, the Netherlands, Germany, and Sweden have expenditure rates above the European average, while Spain has an expenditure rate a little lower than the European average. Lithuania, however, is the fifth last country in the table with only one third of the European average of expenditure on social protection in PPS per inhabitant.

Expenditures on pensions also are very low in Lithuania. With the second lowest expenditure rate it only spends 7.5 % of GDP on pensions, whereas the European average is at around 12.5 % of GDP. The Netherlands and Germany have an expenditure rate abo-
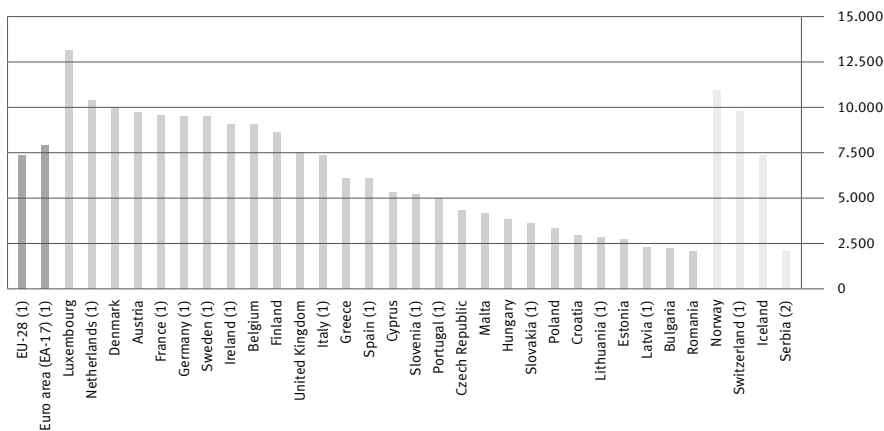

Figure 2: Expenditure on social protection in purchasing power standards (PPS) per inhabitant (2011)
(1) Provisional, (2) 2010, Source: Eurostat (online data code: tps00100)

ve or exactly at 12.5 % of GDP, while Sweden and Spain have an expenditure rate a little below the European average.

3. SOCIAL WORK IN LITHUANIA

Due to the historical and political context of Lithuania, social work is a new field as a profession, academic discipline, and as an area for social research. After the restoration of Lithuania's independence in 1990, social work started as a practical activity which, during 1990 to 1992, was formally named as social work. In this time professors from foreign countries tried to establish social work studies. There was a great lack of understanding and a kind of "resistance" to-

wards the social work profession becoming an academic discipline and science at universities. The understanding of "social work" for the former Soviet academics was more related to "labour" and "practice" than to an academic discipline or social science.

a) The beginning of social work

In Lithuania social work started when European social work shifted from the "modern" to the "post-modern" time, which came with inherent restraints and possibilities. During the "modern" period from 1945 to 1980, social work involved a belief in progress, science, "social justice and social integration" in Europe (Trevillion 1997: 2). This

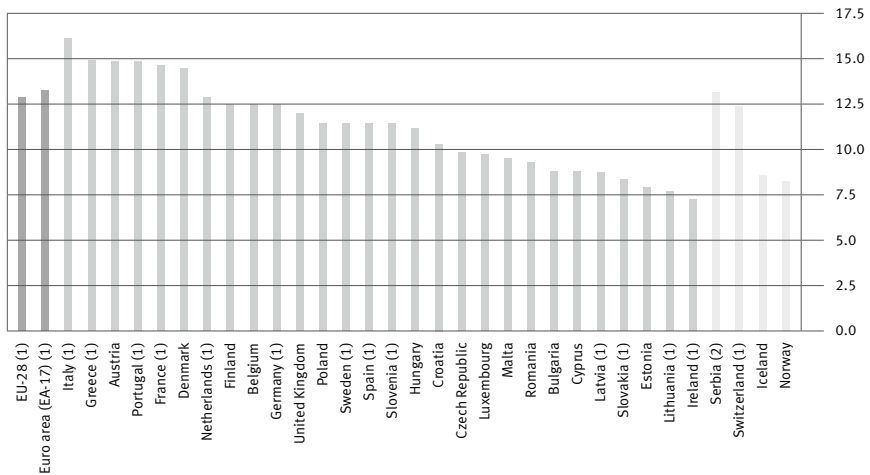Figure 3: Expenditure on pensions, 2011 (% of GDP)
(1) Provisional, (2) 2010, Source: Eurostat (online data code: spr_exp_pens)

period of "prosperity" of social work was followed by the period of "professionalization" in many European countries. For instance the equal distribution of social services and social security arrangements like health care or education among all citizens was already required in Finland in 1971.

After 1980 a neo-liberal discourse in social work became apparent in the shift to the "post-modern" time. Social work in Lithuania started in this "post-modern" time and it is evident that the neo-liberal discourse has had a great impact on social work. Lithuania is a country where the period of social work "prosperity" never existed and where access to social services is neither universal nor a part of the constitution (Naujaniene 2011).

As noted by Bagdonas (2001: 15–17), professional social work has developed in Lithuania since 2002. This professionalization of social work has been an ongoing process since 1996 when the need for a professional education for social workers first was mentioned. Elements of professional education for social workers became law in June 2015 with a lot of postponements and after controversial discussions.

In 1992 the first educational programs in social work were started at two universities, Vytautas Magnus University and Vilnius University, as well as at Utena College. In the following years other universities and colleges in Lithuania added or introduced their bachelor and master programs in this field. Since 2013 the professional bachelor and master degree in social work is offered at six universities. Two more bachelor programs and one more master program were added in 2014. However, a lack of qualified professors and professional social work educators is a current problem for this high number of study programs. It creates a sense of competition among universities when they should be collaborating to ensure a professional level of education. Another issue is the different level of education at universities and colleges in Lithuania. Colleges were transformed from former Soviet technical schools. Formal requirements for entrance into college studies are lower, and formal requirements for teaching staff are lower as well, if we compare colleges and universities, while the diploma of studies at the college bachelor level and the university bachelor level are the same – corresponding to the level according to the European Qualification Framework.

Along with providing education in social work, educational institutions obtained textbooks on the subject from the UK, USA, Canada and Western European countries that were mainly written in English. Some of these textbooks were translated into the Lithuanian language and Lithuanian authors also began to publish several books on the theory and practice of social work and social services in Lithuanian (Naujaniene 2007: 9). Due to the internationalization of studies, academic staff at university level is increasingly required to publish articles or books on an international level. This situation is not favorable for producing the needed texts on social work in the national language. Thus, there is still a huge lack of Lithuanian literature on the topic.

Professional journals are indispensable for the professional development of the social work field. Since 2001 Vilnius University has been publishing a journal called "Social Theory, Empirics, Policy and Practice"[11]. The biannual academic journal "Social Work"[12] is published since 2002 by the Mykolas Romeris University and since 2008, Vytautas Magnus University has been publishing a biannual academic journal with the name "Social Work: Experience and Methods"[13]. National as well as international scholars are welcomed to publish their articles.

The discussions about social work research started together with the beginning of social work education. There is currently no possibility for doctoral studies in social work in Lithuania. Several students with master degree in social work completed doctoral studies in social work at "Lapland University" in Rovaniemi, Finland. The author of the present article is among them. However, as noted by Perttula et. al. (2008: 110), in Lithuania "social work as a science is only beginning to develop" and "the negative consequence of that is that social work has a vague national identity". In Lithuania since the beginning of social work studies, competencies and skills in qualitative social research are becoming more common and even in our days it could be named as the dominant methodology in social work research.

The professionalization of social work is related to the social work supervision developed in Lithuania under North American professors' influence. With the support of the German Caritas, training programs for becoming a professional supervisor have been available in Lithuania since 2002. These programs are based on standards of the Association of National Organizations for Supervision in Europe (ANSE), which ensures a professional quality of consultancy[14]. Since 2015 supervision as a method for professional reflection and development of professional competency has been formally required for professional social workers. In 2003 supervisors who work in social work as well as in other professional fields established the National Association for Supervisors (LPSKA)[15]. In 2005 the LPSKA became an associated member of the ANSE and in 2014 it became a full member of this organization. Supervisors who work in social work practice bring significant input to the professionalization of social work.

b) Social work development

In looking at the development of the profession, there is one big challenge social work professionals have to face. That is the insufficient picture of the profession and lack of recognition of social work. Social work is still quite vague as a profession among social workers themselves but also among the broader society. Traditionally a professional social worker is a provider of financial benefits or benefits-in-kind. The media are spreading a very fragmented image of social workers dragging children away from their families. Even more dominant is the image of a social worker as the provider of basic care duties for older people in their home such as cleaning windows or doing the daily

shopping. In 2006 a new law came into force saying that social work has to be performed by social workers but also by assistants of social work. This jumble in the law lasted until 2015 when a new definition of social work as a profession was published. Since 2006 assistants of social workers had been recognized as social workers by clients and staff of other professions (family doctors, bank workers, etc.). But in reality these so-called "social work assistants" were care workers who were only formally required to graduate from a secondary school. This situation lasted for many years and to some extent made a great step in direction of the de-professionalization of social work. Against all odds, there are very few professional and specialized social workers who are working in such sensitive fields. These fields are child welfare, elderly care, human trafficking, mental health, and youth work. Even so, social work has still been insufficient in self-marketing and even now, "the predominate attitude is still that social work is a job anyone can do, because it is "doing good" and anyone can be a "do-gooder" (Naujaniene 2007: 173).

To change the image of social work, it is necessary to have professional organizations that help to make this revaluation come true. In 1993 the Lithuanian Association of Social Workers (LASW) was established. 13 years later in 2006, it comprised 47 groups based on regional divisions and 1200 members. Historical developments had a critical influence on this association because the not-graduated social work assistants from the Soviet time working in

organizations became members. Up to today the majority of members of LASW are social work assistants and not professional social workers. This creates difficulties to represent social work as a clearly defined profession by LASW.

In 2011, based on the order of the Ministry of Social Security and Labor, the Board of Social Work of Lithuania (BSWL) was formed. This board consists of 15 members from the Lithuanian Association of Social Workers, NGOs, educational bodies, and institutions of practice. Social work practice is discussed in different fields: social work education, legislation on social work and social services, and recognition of social work. De-institutionalization processes and many other questions are also discussed during the meetings of board members. With the promotion of BSWL, a new definition of social work was presented in the Law of Social Services. According to this definition "social work is a professional activity that empowers people, families, communities and society to solve problems in interrelations and social problems, promote social change, improve life quality and strengthen solidarity and social justice".

4. FIELDS OF SOCIAL WORK IN LITHUANIA

The main fields of Lithuanian social work are child welfare, family social work, gerontological social work, work with victims of human trafficking, work with victims of substance abuse, social work with homeless people, people with disabilities, peo-

ple with mental disorders, or people with health problems. In the following sections two of these main fields are described in detail.

a) Social work with families

In Lithuania family social work is equal to social work with families at social risk. The term "family at social risk" is associated with the term "multiproblem family" used in the academic literature of social work, implying that these families have more than one problem. As noted by Motieciene and Naujaniene (2012: p. 172):

"Lithuanian legal acts define a family at social risk as a family raising children under 18 with at least one of the parents having an alcohol, drug or psychotropic substance abuse problem, gambling addiction, lack of certain social skills to know how to or to be able to take proper care of children, who uses psychological, physical, sexual violence against his/her children, spends children's monetary support for other than the family's interests, thus posing danger to the children's physical, mental, spiritual, moral development and safety."

The most common reasons why families at social risk are added into these statistics are alcohol addiction, drug abuse, and lack of social skills. Fewer families are added into the statistics for inadequate usage of monetary support and permanent child custody (Ministry of social security and labour, 2011). But at the same time poverty, unemployment, and other structural problems are not mentioned in official rhetoric about families at "risk".

	Number of child care institutions at the end of the year in units	Number of children in child care institutions at the end of the year in persons	Number of places in child care institutions at the end of the year in units
2012	95	4,611	5,174
2011	107	4,870	5,445
2010	112	5,000	5,556
2009	112	5,234	5,832
2008	114	5,603	6,094
2007	113	5,753	6,138
2006	111	5,819	6,210

Figure 4: Child care in Lithuania (2006–2012)

In 2013 there were 10.235 families at social risk raising 20,664 children in total. In this year, there were 543,700 children in Lithuania, and 635 social workers were working with families at social risk (Statistical Yearbook, 2014). On average, one social worker works with 16 families and is responsible for 32 children.

Social work with families at social risk is one of the most complex areas of social work in Lithuania, demanding that social workers demonstrate both critical thinking and knowledge of specific micro-level interventions. Fragmented systems of foster parenting and lack of other community-based services for children and families make the practice of family social work even more complicated. Organizing homes for children is still a dominant service for children who need residential care.

Figure 4 shows decreasing rates in all three dimensions: number of child care institutions at the end of year, number of children in child care institutions at the end of the year and number of places in child care institutions at the end of the year.

b) Social work with the elderly

Old age pensions from the social insurance fund provide the majority of social protection in old age. The amount of a pension payment is related to labour market earnings (Bernotas/ Guogis 2006: 216). The average level of old age pensions is very low and not at all sufficient to secure an adequate living standard.

In 2007, the average old age pension amounted to 167 Euro per month which is 44.5 % of the average net wage (Ministry of social security and labor, 2014). The average old age pension per month in February 2013 amounted to 236.79 Euro (Ministry of social security and labor, 2014) or 47 % of the average net wage.

In case of disability, widowhood, or state pensions, old age pensioners can receive increased incomes.

The Social Services Law (2006) states that the aim of the provision of services for the elderly is to create conditions for them to live in their own homes, with their own families as long as possible to conduct daily life independently. This law also provides personal health care and special means for maintaining social relations with family and society.

In-home assistance for the elderly are only financed by municipal budgets (taxes). Payments from service users for different services are calculated according to the user's income and property value. Institutional care is paid for from different sources: by the individual as well as the municipality and the state budget. Social workers and social work assistants are the main employers and employees in this sector. Day social care at home is a new service that started a few years ago as a "pilot project" in some municipalities. Care and nursing at home is integrated in this service. In 2016 this service will become available in all municipalities.

The major problem of social services for older people in Lithuania is the low or even very low coverage of all types of services. In 2000 in Northern Europe, 8 to 24 % of people over 65 received in-home assistance, whereas in Lithuania the percentage only amounted to 0.8 %. In 2009, up to 2.5 % of people received in-home assistance. Due to a lack of services within the municipalities, in-home assistance is not at all available to everyone in need. However, in-home assistance for the elderly is a growing sector because the number of both service providers and recipients is increasing (see figure 5).

The need for both social services at home and social care at homes for older adults is poorly satisfied. In 2008, Lithuania had 104 homes for older adults, hosting 5,047 persons (see Figure 6). The number of such residences is increasing due to private establishments but some of them face difficulties in attracting clients due to high prices. The low coverage of services is related to a lack of information on these services. As noted by Tamutiene/Naujaniene (2013), the lack of data on social services for the elderly is related to a lack of services. Low numbers of users and providers relate to the poor prevalence of information about services. The integration of care services with nursing services is also fragmented. Nursing services become more and more dominant in social care while from a social care point of view there should be a holistic attitude to elderly persons lives.

Figure 6 illustrates the number of residents in care institutions for the elderly, the number of these institutions, and furthermore the numbers of places in these care

	Number of recipients of assistance in cash in persons	Number of recipients of social services at home in persons
2012	267	15,902
2011	292	15,022
2010	333	12,873
2009	569	13,554
2008	655	13,262
2007	550	8,189
2006	793	7,927

Figure 5: Number of recipients of assistance in cash and of recipients of social services at home in Lithuania

institutions from 2007 to 2012. Up to 2012 the number of residents, the number of care institutions and the number of places in these institutions were increasing but from 2011 on they have been decreasing again, maybe due to high costs.

c) Social work with refugees exemplified by the Lithuanian Red Cross Kaunas Refugee Integration Center [16]

Gabriele Vaitulionyte as master student of Vitautas Magnus University described her work at Lithuanian Red Cross as an example for the field of social work with refugees in Lithuania.

The Red Cross Refugee Integration Center in Kaunas was established in 2004 with the aim to facilitate refugees' integration into Lithuanian society by providing them with a multi-faced assistance. In 2012 the Kaunas Refugee Integration Center started the project "Bridges to successful integration" financed by the European Refugee Fund. A multiprofessional team consisting of a social worker, a lawyer, and a psychologist supplies social, legal, and vocational guidance consultations. Special offers such as sport or music therapy help establish a daily structure and ways to deal with possible traumatic situations. City trips, Lithuanian language courses, IT-courses, and vocational training provide an orientation to integrate into society. Women's and children's activities especially adress specific needs and help establish a network amongst these groups. Finally, contact between the Lithuanian society and refugees currently from Afghanistan, the Russian Federation (Chechnya), and Syria is made through special intercultural events.

	Number of residents in care institutions for the elderly at the end of the year in persons	Number of care institutions for the elderly at the end of year in units	Number of places in care institutions for the elderly at the end of the year in units
2012	4,514	102	4,855
2011	4,414	100	4,695
2010	4,476	105	4,847
2009	5,004	103	5,484
2008	5,047	104	5,359
2007	4,971	101	5,342

Figure 6: Care at homes fo the elderly (2007–2012)

5. CONCLUSIONS

Lithuanian models of social welfare, social services, and social work practice are determined by historical, political, and social factors. As noted by Mazeikiene et al. (2014: p. 653):

"Etatism and paternalism of the Soviet times, as well as the perception of a caring state with governing state institutions is becoming a certain legacy in Lithuania in the context of 'savage capitalism' and neoliberalism. Citizens are facing a neoliberal ideology and market economy in a country that was used to planned economy, centralized government and repressed civic participation. In the period of transition and dramatic political and economic changes Lithuanians 'had to become' citizens able to choose and be individually responsible for their welfare." And moreover, "In Lithuania, where the free market and democratic experience is short, the neoliberal policy is transferred to the social sphere and the state is reducing its role or not performing it at all thus leaving individual responsibility for problem solutions to the recipients. Due to essential political reconstructions and deep economic crises, citizens have not accumulated financial or social capital. Actors of social services experience tension and ambiguity between the demand of neoliberal policy to choose and be responsible and the expectation that the state will participate in the social service market. At the same time the actors of social services express a need for different actors to take an active part in the welfare system."

Professional social work in Lithuania has a unique role and responsibility in this creation of a "social market", involvement of different actors, user's perspectives, professional values, and other challenges.

FOOTNOTES

[11] http://www.journals.vu.lt/socialine-teorija-empirija-politika-ir-praktika
[12] http://www.mruni.eu/lt/mokslo_darbai/sd/apie_leidini
[13] http://socialinisdarbas.vdu.lt/lt/socialinis-darbas-patirtis-ir-metodai
[14] http://www.anse.eu
[15] http://www.supervizija.lt
[16] http://www.redcross.lt/en/news/476-the-opening-of-refugee-integration-center-in-vilnius

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V

Jonas Christensen

SOCIAL WORK AND SOCIAL POLICY IN SWEDEN: CURRENT DEVELOPMENTS AND PERSPECTIVES

1. INTRODUCTION

"Education is the most powerful weapon which you can use to change the world." (Nelson Mandela)

Looking at the profession of social work as probably one of the most international fields at all, an exchange of experiences, ways and methods as a path of educating professionals among themselves is a core value to find local solutions to global problems and to promote social change as an overall aim of the profession.

In 1977, Sweden received the first professor in social work. 40 years later Sweden holds around 70 full Professors in social work and during the period of 1980–2012, 319 PhD dissertations in social work have been published (Brunnberg 2013). In an ongoing process of professionalization in social work with a strong connection between research, education and practice, social work education is influenced in a positive way. Social work as a discipline is regulated by the national level and the basic contents are highly restricted. Social work can be studied at around 16 universities and universities of applied sciences in Sweden. Regardless of local conditions the basic chore of psychology, sociology, pedagogy and social law is included in the social work programs. At Malmö University, having around 23 000 students, 800 to 1000 social work students are educated. Focusing on current developments in social work and social policy the author of this article is connecting characteristics of social work and social policy from a Swedish point of view. Referring to the IASSW's global definition (2014) of the social work profession we can point out the main driving forces behind the development of social policy in Sweden and how it affects Swedish social work. Giving facts about the master education in social work at Malmö University, we can use the IASSW-definition and conclude with an idea of what social work must become in the future.

"Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indigenous knowledges, social work engages people and structures to address life challenges and enhance wellbeing."
(IASSW global definition of the social work profession, 2014)

2. MAIN DRIVING FORCES BEHIND THE DEVELOPMENT OF SOCIAL POLICY IN SWEDEN

Social policy contains all guidelines on the macro level of society. Prescribing ways and manners how to deal with cases and whom to deal with and putting in certain laws and ethics, it directly affects the contents of social work. The development of social policy in Sweden is influenced by several driving forces; politicial, economical, demographical, ideological and cultural.

Politically Sweden is a tax financed welfare state as type of the Scandinavian welfare state. Particularly in Sweden there is in general a strong believe that welfare should be financed by taxes. Financed by taxes, social work can be organized by the public or the private sector. The majority of social work organizations working with families for example are ran by the public sector whereas round 90% of clinics for drug abuse

are private. But regardless of the organization all institutions are financed by public taxation, in full or partly.

In Malmö for example there is hardly any kind of social work project which is not directly or indirectly influenced by the municipality. If they are proceeding without the municipalities' influence, they are still financed by it. Even Non-Governmental Organizations (NGO) are very closely linked to the municipalities. There is a kind of overall believe that supporting non-governmental activities is equal to not believing into the Swedish public financed welfare state, even though it is slightly changing. This does not mean that the Swedish society does not want to support international NGOs. In contrast to a strong belief in a collectively financed welfare state, the Swedish society supports the "freedom of choice" very explicit. In social work the "freedom of choice" is not guaranteed generally. But when it comes to choosing schools, regardless of where one person lives in Sweden there is a "freedom of choice". Parents can choose in which school they want their kids to go and an amount of tax financed money follows them. In the field of elderly care there is a variety of "freedom of choice" for the client depending on priorities of the municipality. In other areas, the "freedom of choice" is more restricted. Sweden is one of the few countries where "for-profit organization" of schools is allowed (Heyneman 2008). Usually these schools are organized in small enterprises or cooperatives of parents and there is a great variety of school organization. Still everything is financed by

public funds. Furthermore a quality assessment and quality certification system are established to guarantee the standards.

Being strong believers in the individual freedom of choice and a very individualistic society, the Swedish society supports the collectively financed welfare state very much. Looking at the rate of innovation, Sweden and countries like Singapore, Switzerland, Hong Kong, Canada, Australia and the USA are the top countries in international rankings. Comparing the welfare systems of these countries, we can find similarities in the way innovation is supported. Individuality in the way of being innovative affects social work in the way of working with clients having social problems and supporting individuals in changing their lives. Individualizing social problems means that innovations for one's own life must be found by the person itself. At the same time Sweden is a very heterogeneous country offering a high variety of different attitudes towards social work, social change and possibilities of change.

Basically social trust in authorities among the Swedish society is high (Rothstein/Eek 2006). Due to legislation all information is public, if not strictly prohibited as it is e. g. in the health care system. It is to point out that all citizens have the right to go to the major's office and see the post received and statistics published. It is a question whether this still is a content of democratic structures. The role and the autonomy of the municipality is relatively strong which affects social work a lot. Almost all decisions

concerning social work are taken on municipality level. In total there are 290 municipalities. They have a strong autonomy and they can act very independent towards the state according to the Swedish local government act (The Swedish act of local government, 2014). The problem is that there is a lack of balance between bigger and smaller municipalities: smaller ones cannot offer the same services as bigger municipalities which creates heterogeneity and inequality. This especially exists in the northern rural regions of Sweden where geographical distances are big and population is low.

One big influence in developing social policy are certain economical driving forces which seriously determine contents and practice of social work. Dealing with the new public management and evidence based social work, social work education and the social worker himself is strongly affected. Social work under pressure is facing more and more of control, a development which can be seen since the early 1990s. The relation between equity and efficiency is in imbalance when exclusively evidence based social work, controlling, evaluation and professionalization are in the focus of the discussion. The agenda being determined by a medical point of view has to be discussed critically when it claims that "everything is measurable" – as it is not the case in social work. A strong emphasize on research is economically very demanding. When it comes to funding, four areas are explicitly prioritized: migration, children and family, elderly care and drug abuse. In an ongoing process since the 1970s research is continuously carried

forward by university teachers and professors, having a big influence on social work education and focus in the field. Through a well-organized union of social work an ongoing process of legitimization and strengthening of the profession has been established. The union for social worker's - "Sveriges Socionomers Riksförbund" (SSR) – is an important actor in the field of social policy. Historically around 80 % of Swedish social workers are employed by the municipalities and the professional influence of social work in Sweden is based more on public political power in comparison to Germany where social work's political power is more diversified (Kraus, 2007). Social work education is still very traditional and influenced by the belief in the municipalities' hierarchy which prevents a change in the labour market. Comparing Germany and Sweden both countries are totally different in organizing social work: Sweden is facing more control while Germany is facing more diversity in social work when it comes to organizations and institutions.

Globalization is a strong driving force changing the labour market: The industrialization of the mid-1970s made Sweden with the harbor in Malmö, the second largest ship building nation in the world (Giovacchini and Sersic, 2012). During the last 20 years Malmö faced a very quick transformation from an industrial to a service city. An overall young population, a high rate of non-Swedes in Malmö, a very segregated but dynamic city are the most visible effects of globalization (Andersson, Magnusson and Holmqvist 2010).

Even though the Swedish welfare state is very much characterized by "universalism" in its traditions, changes and reforms since the 1980s towards a more and more liberal view on the individual's own rights and responsibility can be seen. This is also due to liberal reforms. There has been a strong political consensus that policies have to be rationalistic and pragmatic (Bergh and Erlingsson 2009). In Sweden, there is generally a strong belief in the individual. At the same time we can observe a way of seeing welfare as something basically for the public.

Speaking about globalization and liberalization, also demographic driving forces initialize a change in social policy. In terms of migration the Swedish society is getting more and more diversified and heterogeneous. Searching for work in the more urban areas, such as Stockholm, Gothenburg, Malmö and Umea diversity mostly concentrates to these areas. At the same time these regions are characterized by a high level of higher education meaning resources in research and education. For example there are around 20 universities in the region of Malmö named Greater Copenhagen (Öresund region). A high mobility rate and many commuters make people forget about the needs and the importance of the countryside. Less Swedes want to live and work on the countryside which means a challenge for social work in rural areas. Meanwhile a cross-border mobility is strengthened by up to around 15.000 commuters going to the Danish side or coming to the Swedish side every day. Another new phenomenon are Swedish

pensioners and other elderly people who are settling down on the Danish side just as Danish pensioners and other elderly people who are settling down on the Swedish side.

Over time expectations to social work alter due to a diversified ideology as driving force. Society's values are carried out in many different ways and social media plays an important role in networking all across the globe. Even social work is affected by services and social support of the internet which were unknown ten years before. A heterogeneous society characterized by differences lead to differences in the development of the profession. Defining "welfare", variable conclusions can be found: Welfare can be a collective way of thinking about society; it can be support, service and security for citizens. Welfare is also very individualistic and maybe personal wellbeing is more relevant and more adequate in a globalized society. Welfare being the core of social policy and social work services illustrates how demanding it is to find ways and methods to answer diversity and individualistic needs of a heterogeneous society. Dealing with welfare related topics, social work must position itself in a world influenced by globalization and neoliberal tendencies.

Cultural driving forces give a hint to what formed the Swedish society. In consequence to political and ideological factors multiculturalism, entrepreneurism, a high central state influence and the role of the individual and the family are essential driving forces for the provision of welfare. Sweden is a highly secular society (Jänterä-Jareborg 2010), the role of the protestant church hardly is mentioned in the establishment of the Swedish welfare state. In perspective of social policy Sweden can be seen to have a basic institutional model as a consequence of a social democratic ideology which attaches great importance to the public sector as a redistributor of resources in society. There is in general confidence in the ability of society to provide welfare for the citizens, and many of the solutions in social policy are provided and financed by public agencies, which to a high extent can be organized in many different non-public ways.

Connecting Swedish social policy and social work gives some remarks and tendencies. It is obvious that social work basically is regarded as a public duty and not as task of voluntary organizations or something based on market solutions. The co-existence of many social workers and professionals collaborating and the fact that social workers have relatively high status and power compared to those in other areas of social policy are distinctive features. Institutionalizing social work in the municipalities gives it high status and power in a political context. There is a hierarchy within the profession dependening on the field a social worker is working in: The highest status is held by the work with children and families whereas working with elderly is hardly attractive. Between these two extremes, there are the fields of migration and drug abuse as areas of attraction (Dellgran/Höjer 2005). In research the same hierarchy within fields of social work exists. Social work is performed within the framework of a

Scandinavian administrative system with case handling and application of the law. Social workers have a dual role as both helpers and controllers, even though the "controlling-rules" tend to be strengthened. Due to a steady conflict between the social workers' role of helper and controller there already is a high pressure on the professionals performing their work. Strengthening controlling instruments also means an increase of work that needs to be done with the same resources. The social worker's inner conflict and a rise of the amount of work within inadequate resources can be sources of stress and physical or mental sickness. An open discourse on ethical issues, role-conflicts and working conditions in social work is missing due to a strong trust in authority of the public sector as main employer for social workers.

A development towards community work and a more open discussion of needs and demands can be seen. At the same time resources of the public sector decrease. But basically community work and social mobilizations have never gained any strong foothold in the Swedish society. Within the Swedish social work there is a willingness to intervene which can be repressive. It is part of the Nordic line of tradition of coercive care for children and for adult substance abusers (Forsberg/Kroger 2009). With consensus in 1977 it was decided that Sweden should be the first drug free country in the world (Boekhout van Solinge 1997). Drug addiction in Sweden is a very unpopular topic neither politics nor the healthcare system wants to deal with. Using drugs is seen as a criminal act: A social worker who advises a drug addicted client has to call the police immediately. If possible, the client can take part in a "free needles"-project or in a replacement therapy. These programs are very repressive and clients basically only receive one chance to take part in the project. In most cases "failing" means falling back into addiction. There is no second chance to be medically treated again. The success of work with drug addicted clients in projects is approved by the medical sector but not recognized by politicians so it is not permanently supported. Alcohol is treated very different in Swedish political areas and it is regulated by a monopoly, which a vast majority of the Swedes support (Norström/Ramstedt 2006).

In the field of family work it is basically impossible for the clients to change their responsible social worker. Decision making is done by the professional and claiming against these decisions has to be done by a legal action. Once again the politically related power and influence of social work becomes apparent and is emphasized by the high number of social workers being employed in municipalities. In Sweden the social workers are in many ways focusing on giving advice and information about laws and rules more than working with clients in a holistic or environmental context. Jonas Christensen concluded with the assumption that future social work needs to deal with the organization of work within the sector. While quantity and management of work is being discussed, a discourse on quality of services and the wellbeing of professionals still is missing.

3. MASTER PROGRAMS IN SOCIAL WORK – KEY NOTES FROM A SWEDISH POINT OF VIEW

A master program in social work is offered at almost all Swedish universities which offer social work studies. The curriculum within the degree programs is relatively homogeneous even though master programs differ from their contents. The master can be completed in a one year program with 60 ECTS or in a two year program with 120 ECTS. There is a growing number of master programs offered in English and also an increase of applications for master programs held in English. With focus on international aspects of programs at Malmö University there are two master programs offered at the Department of Social Work. The first one – a 30 ECTS study course – offered in English is called "social work in a local and global context". It consists of three modules: macro social policy in comparison, intervention and prevention and research methodology. Students are supposed to write scientific articles as one part of the final examination in this program. One semester on bachelor level is accepted within the master program. That means that students can study two years in the master program with one course on bachelor level for one semester as part of the final exam. Furthermore there is a high degree of freedom to choose among courses. Again a strong believe in a high freedom of choice among the Swedish society is pointed out due to a high variety of courses. In the bachelor program of social work in the fourth semester students can study abroad. In the fifth semester they can

do practice placements abroad, in the sixth semester a thesis can be written abroad and in the seventh semester students can study on an advanced level abroad. Malmö University is giving the chance to study 2/3 abroad. The universities are very active in internationalization of social work education. In Sweden only around 10 % of all social workers have a master degree which shows that the added value in sense of salary and opportunities in career in connection to a masters' degree is relatively low (Höjer 2007).

But on a long term run there is a need for more master programs in total and for more diversified master programs, too. A global trend for summer courses on master level where students from all over the world meet intensively and campus based can also be seen. The master program "social work in a local and global context" at Malmö University aims to develop the students' knowledge and understanding in relation to social policy, social problems and living conditions from a multicultural perspective in a local and global context. In conclusion we can postulate more "glocalization" as a current challenge. Integrating the local context and the understanding of social work on a local and regional level in relation to the global level means evolving social work. Social work is inspired by certain aims and values as profession and scientific discipline and tailored to particular local needs under prevailing global circumstances.

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SOCIAL WORK FROM A DUTCH AND EUROPEAN PERSPECTIVE

1. INTRODUCTION

This speach has two main parts: The first part is an introduction into a European perspectrive of social work describing aims and purposes of the European Association of Schools of Social Work (EASSW). Collecting and comparing data and information on European social work education it leads to a compilation of a social work "Global Agenda". Furthermore the first part also gives an overview on the Dutch social work education system with positive and negative aspects.

Giving a review on one special research the second part of the speech sums up a very current topic in Dutch society: Super-diversity in Dutch metropolises and consequences on values in social work. This second part also includes a very controversial discussion in the workshop plenum which once more illustrated the currentness of the research.

2. SOCIAL WORK EDUCATION IN EUROPE – CURRENT TRENDS AND DEVELOPMENTS

The backgrounds of the speech are experiences and impressions as a representative of the EASSW. Looking at the profession from a universalistic perspective in terms of "What do we share?" an international definition of social work in a European perspective and a "Global Agenda" can be defined. Focusing on what the profession in a European context has in common, the new "Global Definition of Social Work" by the International Association of Schools of Social Work (IASSW) can be emphasized:

"Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indi-

genous knowledge, social work engages people and structures to address life challenges and enhance wellbeing.The above definition may be amplified at national and/ or regional levels." (IASSW, 2014)

The EASSW is an association with members in all 48 countries of the council of Europe. It is connected to the council because of its work on human rights. About 300 universities and universities of applied sciences of the 48 countries are members of the EASSW. Both types are academic universities offering social work studies with the difference that social work in universities of applied sciences is more practical and focused on methods whereas in other universities studies are more theoretical. EASSW supports these member universities in the organization of seminars and conferences in regions where the social work profession and education have just been established or where they are threatened for example recently through economic crisis. In 2013 the European Network for Social Action (ENSACT) and EASSW as member of this network helped to organize a big conference in Istanbul, Turkey. For example countries like Russia, Greece and Albania are in the focus of support from the EASSW organizing seminars.

a) Social work education in global perspective

Looking back in the history of social work education Europe has a rich tradition dating back to 1899. Halted from the 1930s, social work was resumed or expanded in many European countries from the 1950s to the 1980s. After 1989 social work also was resumed in former USSR countries assisted by the EU, the Council of Europe, the IASSW and the EASSW which are closely linked. The IASSW is working worldwide; the EASSW is a regional association within the IASSW. Obviously local social work practices are impacted by the global level. Connecting the global and the local, the IASSW and the EASSW cooperate to stay current with all issues.

b) The European macro social context

During the past 20 years due to increasingly right-wing neo-liberal 'free market' policies, Europe has undergone multi-dimensional welfare state transformations in financing, provision and regulation accompanied by the export of jobs from Europe to other regions in the world.

Current social issues include mass migration, mass unemployment of young and older people, the exploitation of workers and the move towards privatization of the public sector across the region.

The consequences of these neoliberal tendencies are expansive: The commitment towards welfare ("European Social Model") and human rights is shrinking. Public and state responsibility is withdrawn and the public finance is shifting into the private sector. Retrenchment in the domain of welfare policy means severe cuts to social and educational services. The needs of organizations and the national and local budgets have been prioritized above the needs of service users. An increased bureaucratization and "managerialism" can be found also in the social sector which means a high amount of work to be done and more stress for profes-

sionals. A reduction in the discretion available to social professionals is leading to concerns about de-professionalization. Short intensive courses in social work education are offered raising the competition between bachelor and master social workers and once again threatening the profession itself.

c) The social work "Global Agenda"

In a lack of active responses to these trends, radical social work has re-emerged. One critical network, called the Social Work Action Network (SWAN) started in Scotland. Committed in a shared vision on social work the SWAN is slowly gaining influence in the European forum. On national and international level debates on how to respond to neoliberal trends in sense of ethics and values of the profession are lead within three social work and social development organizations: the International Association of Schools of Social Work (IASSW), International Council on Social Welfare (ICSW) and International Federation of Social Workers (IFSW). A "Global Agenda" for social work and social development, inspired by the UN Millennium Declaration (United Nations, 2002) was the result of these debates. The four topics of this "Global Agenda" are:

1. Promotion of social and economic equalities – addressing the impact of oppression, social injustice and other human rights violations.
2. Promotion of the dignity, diversity and worth of all peoples.
3. Strengthening of the recognition of the importance of human relationships and
4. Establishment of a work towards environmental and community sustainability.

To make sure the "Global Agenda" is successfully implemented, an observatory was installed by the three founder organizations. This observatory collects evidence about the positive actions of social workers, educators and social development practitioners. It supports the implementation of the "Global Agenda", gives visibility and credibility to innovative practice and promotes further action and lobbying. The first "Global Agenda Report" was published in July 2014. Emphasizing the "Global Agenda" as a standard for social work all professionals are engaged in dialogue and action with service users, students and other social work organizations and professional groups in finding ways to make a difference. Submitting evidence to the European Observatory on how the four topics of the "Global Agenda" are promoted is the most important issue to support action. Educators are recommended to inspire students and peers with examples of creative and innovative practice on the European Observatory to encourage new methods of social intervention.

In some European countries due to crisis both social work and education are subjects to severe cuts in spending. Schools of social work and social work courses have been closed and the quality of social work education in these countries is being threatened and undermined. EASSW has the important task to support social work education in these countries. All social work professionals are invited to get involved and to join the EASSW in supporting social work education working in partnership with service users, students

and other professionals to recommit social work as a human rights profession. The aim is to emphasize the centrality of values of human rights and social justice to ethical social work; to ensure students understand structural explanations of the causes of social problems and to move beyond casework and include social action: community work, advocacy, lobbying and empowerment praxis in social work theory and methods of teaching. As opportunity to stay involved the "World Social Work Day", every third Tuesday in March once a year is to mention. On this day social work has the chance to present itself to all professionals and the broad public telling what social work is about on a local and global level. Sharing and promoting the "Global Agenda" for social work and social development to regional, local, national and international politicians, organizations and the media is another way to give support. At last it is to refer to the EASSW conference "Social Work Education towards 2025" in Milan in July 2015 which was organized in cooperation with service user's organizations. Learning from their experience, social work can try to improve services. A special student program also was offered within the conference involving students more into social work education.

3. SOCIAL WORK EDUCATION IN THE NETHERLANDS

The Netherlands still has a binary higher education system separating social work education at universities of applied sciences from an academic profession. The social work discipline competing with sociology or social policy is even more separated from social sciences through the binary system which has a very negative impact on the significance of social work as academic discipline. Professional bachelor and master degrees but no PhD in social work are offered in the education system. A PhD degree can only be reached in humanities or social science. The master's degree is offered nationwide at public universities of applied sciences and at private universities. The master programs at private universities suffer from a lack of students due to high costs. Additionally there is no clear profile for how a master's degree is recognized and valued in social work practice. Most workers enter the field with a bachelor's degree. The PhD-degree in social work education is not legally regulated which means a great disadvantage for the profession. Social work is not a legally protected profession in the Netherlands. In public organizations financed by national authorities social workers must have a bachelor degree.

Nevertheless in times of cuts on budgets organizations do not hesitate to hire staff with lower degrees, paying less salary and still claiming to be professionals. In social work education there is a broad and more generic approach to the profession, including social pedagogy. Having a quite different tradition than social work, pedagogues are rooted in institutional group, community or therapeutic work whereas typical social worker's practice is related to case and also community work. The bachelor in social work includes both profiles: social work and

social pedagogy. Social work educators on bachelor level increasingly own higher degrees such as master's or PhD. Research is becoming more important on bachelor level. The master profile is not yet recognizable in social work practice. Ongoing debates call attention to professionalization and de-professionalization while debates on academization are totally missing. The founder of schools of social work in the Netherlands Marie Kamphuis (1907–2004) advocated the academization of the profession but unfortunately did not succeed. The internationalization of local social work practice is debated and the EASSW reinforces the assimilation of current global issues and their impacts on local social work practice into social work curricula.

Many people are not convinced about the importance of internationalizing the practice when curricula only depend on local social work practice. For example professionals working in institutions with disabled people or people with mental diseases do not see the necessity in referring to global agendas concerning these specific groups of clients while most of the professionals in education are convinced about the importance of internationalizing the curricula. There are tensions in the debates on globalization versus indigenization which means a localization of practices. Finding local solutions to global problems influenced by local or regional policies generally is a good way of working in a local community. Exclusively reviewing the local perspective and not reflecting on global contexts can lead to a kind of nationalistic approach which is alarming. Referring to

Moroccan or Turkish clients and in context to what happens in Turkey or Morocco this immediately has impacts on local communities in the Netherlands: When the Gaza conflict escalated, effects directly could be seen in the Muslim community in the Netherlands. Connections between local and global contexts cannot be denied anymore.

4. METHODOLOGY

The research is based on qualitative interviews with newly started Turkish and Moroccan professionals in social work in the Netherlands. In total 8 Turkish and Moroccan bachelor students participated as co-researchers in interviews and analysis of data and writings about the findings. They collected 20 interviews and they had two weekly supervision meeting to reflect on the outcomes. A few outcomes and first results of the research project will be illustrated on the basis of a few theoretical aspects.

4.1 First results from a research report: Migrant daughters in social work

In the second part of this article first results of a research on migrant daughters in Dutch social work will be presented also in describing the current situation in the Netherlands: Almost 25 % of the student population at Dutch universities of applied sciences has an ethnic minority background. The two largest groups are students with either a Turkish or a Moroccan background both iden-

tifying themselves as Muslims. This trend is interesting also having in mind that the Netherlands is a secularized society in which social work services fill in the gap which was left by religion and the church as charity providers. A new group which strongly identifies with Islam enters the profession in times of an upcoming Islamophobia. In consequence of the attacks on the twin towers in New York (2001) and all incidents that followed these children now being students grew up in a very hostile atmosphere. One reaction on these experiences is an increase in tradition and beliefs while the Dutch expected these citizens to be even as secularized as the Dutch society. There already has been very much research on social work professionals working with ethnic minorities (Van der Haar 2007). The outcome was worrying on one hand but also astonishing: Most of the professionals had serious difficulties working with those clients. The language used by the professionals was very similar to the language which was used 30 or 40 years ago when social workers described people of the lower economic class as: "not motivated, benefitting from the system, not willing to change". Very negative stereotypes persist in the long run and seem to be used as an answer to questions professionals cannot solve with conventional knowledge.

There is a new phenomenon called "super-diversity" which especially big cities have to face: "In 2011, Amsterdam became a majority-minority city. The inhabitants of Dutch descent officially became a minority. Only one of three young people under the age of fifteen is of native parentage. In short: big cities in the Netherlands and in other West-European countries are becoming super-diverse." (Crul/Schneider/Lelie 2012) Talking about a Dutch minority it can be explained that all people taken into consideration own Dutch papers – they are Dutch with a different ethnic background. In policy statements as well as in spoken language Dutch society is making the difference between "autochtones" [17] and "allochtones" [18] which is a more precise distinction than dividing into "us" and "them".

It is to emphasize that the "cultural debates" on migration and Islam, discussions on the building of mosques, the headscarf, gender inequality, Islam-inspired political extremism and the prohibition of double nationalities are very popular subjects in the media. Furthermore they are often portrayed as "corroding the Dutch culture". Some political parties consider the presence of immigrants to be a threat to social cohesion and the Dutch majority population increasingly sees cultural differences as a problem (Duyvendak 2011). According to Ghorashi (2006), there is a tendency to "culturalize" social problems, especially in the Netherlands. Immigrants are forced to assimilate and are expected to demonstrate a bond with and loyalty to their new country.

Migrant daughters are referred to "as 'migrant daughters' instead of migrant women, because they did not migrate personally and are already positioned differently in Dutch society, by virtue of having grown up in the Netherlands." (Eijberts 2013) In theory and

in all official papers a migrant or ethnic minority background ends with the third generation. People who now talk about the third generation of migrants obviously do not pay attention to this legal definition.

The first generation Turkish and Moroccan Dutch as parents of the so called migrant daughters migrated in the 1970s as "guest workers". Recruited in rural areas where they worked on the countryside most of them were illiterate, owning a low education level. The government's intention was to give these "guest workers" a temporary stay and work permit but in reality these people build homes in the Netherlands and arranged their families to follow them for a permanent stay. Having different plans with the "guest workers" the Dutch government never developed a policy on the changing reality the "guest workers" were facing. Not being able to communicate with teachers, doctors or any institutions in Dutch society these parents were not able to support their children in education. Obviously not the sons but the daughters were responsible for the family management in the Dutch society. They had to support their parents in translating meetings in school or any other official institution and slowly got to understand the Dutch society system. The experience of families being separated from the fathers and living in diaspora during their childhood for a long time makes these daughters responsible for the family wellbeing in quite a young age. It was their first view into society structures and in understanding the difficulties families which live in diaspora all over Europe have to deal with. This may serve as a first

motivation for these migrant daughters to become a social worker.

The growing (super-)diversity is not only apparent in new clients and new professionals but also in new students in Dutch higher education. In social work education on bachelor level and in practice, the number of students and professionals with a Turkish or Moroccan background is increasing rapidly. Social workers in general face challenges in dealing with clients with a migrant background, whom they perceive as "different and difficult" (Van der Haar, 2007).

Social work organizations are committed to recruiting and retaining employees of diverse backgrounds and assume that by employing Turkish and Moroccan Dutch professionals, they are acquiring the knowledge and skills required to deal with these differences. Assuming this employers do not take into consideration that these Turkish and Moroccan female social workers have few experiences as professionals working with Dutch clients. They are seen as experts within the organization but at the same time they are separated from their colleagues. There might be a "programmed change" proposed by regular social work which mainly consists of emancipation and individualization. Most ethical codes accept "respect for the individual as a self-determining being" as the foremost ethical principle of social work (Banks 1995). These underlying values can be considered liberal and humanistic and are generally thought to be incompatible with non-Western cultures.

Due to their key role in the emancipation and integration process of minorities in the Netherlands their communities have high expectations towards those women as a progressive force remaking the mainstream (De Jong 2012). Stereotyped in public debates as victims of Islam they must prove their "ambassadorial identity" crossing and overcoming the "cultural divide" between Muslims and Non-Muslims (Ho 2005). The ambivalence between succeeding in their careers and at the same time fulfilling the gender specific expectations as women with a certain cultural background and commitments might create paradox situations which must be dealt with. Living in a society far from their own cultural background they have to transfer moral and religious values to the next generation (Pels 2000). In a professional context these women are expected to be able to perfectly deal with "difficult clients" from a migrant background. In contrast to their female counterparts Turkish and Moroccan second generation men are very difficult to contact. In Dutch public debates these men often are considered "a lost case" while the women are extremely doing well in higher education, work and society. The following quote illustrates the importance of the second generation and the pressure which is put on them due to high expectations:

"American research shows that the progress made by the second generation is crucial to the generations that follow them. If there is stagnation in the second generation, there is a greater risk that the third generation will also fail. The feeling that American resear-chers describe as 'immigrant optimism' can disappear if there is a sense of failure among the second generation." (Kasinitz et al. 2008)

4.2 Conclusions

In concluding we can summarize three theses which are connected to the debates on professionalization and which are thought to open up a new discourse:

1. Professionals do not "just" carry out their work in a strictly regulated way, steered by top-down instructions and protocols; they are also expected to be innovative, to improve and to have an impact on what is considered "good work".
2. If we agree that professions are co-created by professionals, and professionals must have an impact on what is considered the "identity of the profession", then the growing diversity among professionals must also impact the profession.
3. A further assumption is that, to be able to identify with and to connect to the profession, professionals need to see their own personal values somehow represented in the professional field.

Finally a few quotes taken from the interviews might illustrate the results of the reseach:

"I am a woman, a Moroccan and Muslim and maybe a feminist (laughing). I see women trapped in certain situations, in our culture; you don't divorce, you go on, you keep on believing that things will improve and you

don't look out for yourself, we don't learn that, everyone else comes first, mothers, fathers, sisters, brothers, aunts… and you forget about yourself. I was asked to marry my nephew from Morocco when I was 18. I refused; it's maybe my character." (Interview 9M)

"There is a lot of ignorance about culture and religion. After those terrorists destroyed the Twin Towers in the attacks of 2001 (when I was a student) people started to believe that Islam is like that. It may be fear, but if people find it difficult to gain more in depth knowledge of something, why can't they just let that go? Christianity has lost a great deal of its following, that's why we suddenly seem so fanatic, with our headscarves, our mosques, our praying. The differences are suddenly so huge! Obviously, if you don't drink as much as the others in one of those bars, you are not integrated. It is so easy to say that we are oppressed, but perhaps I really have chosen personally to wear a headscarf, and that might be even scarier. What about those homes for the elderly where children visit their parents once every two months! We all think that our culture is superior!" (Interview 6M)

"(Laughing) My colleagues once got a phone call from a client. "We do not want a woman wearing a tea-towel on her head…" I said, fine, the customer is always right (in Dutch;' the customer is king'), they need to feel safe in a professional relationship and I think it's not meant personally. What else can you do?" (Interview 4T)

"(With emotion:) Taking children from their families! This is where they fail completely! See, in our culture when you scuff your child on the ear it's not abuse. Parents often deal with their children in fear and because of that they feel they need to be more rigorous. You can take a child from its family but never the family from the child. Instead of trying to work with the parents and to support them, no, they just see a Moroccan family and think oh, this will be abuse." (Interview 6M)

"We simply do not have Islamic foster families, so most of these children are placed in Christian families and I cannot help feeling but that this is a double burden on these children." (Interview 4T)

5. DISCUSSION

Presenting some of the research outcomes in the second part of the speech, a critical discussion on diversity in social work and core values of the profession started. One participant of the workshop took into consideration that a high degree of diversity in a society can impact the professional identity of social workers. The discussion of values in the profession is problematic due to a vague profile of social work keeping in mind that the framework of human rights applies to theory and practice of the profession.

It was then asked if there is and why there is a contradiction between human rights and the Islam. The narrative of a "clash" of western and non-western values is polari-

zed and exploited by politicians in Dutch society producing prejudices against Islam in a whole and against Turkish and Moroccan daughters of the second generation in social work. This polarized view on diversity totally ignores the fact that due to mutual influences identities of young migrant daughters and identities in the Dutch society might have changed over the years. An ongoing process of mutual influence creates a sense of "transculturalism" and "transnationality" which includes changing values on both traditions.

Nevertheless social problems in this case tend to be "culturalized" which exposes members of ethnic minorities in a society to be victims of discrimination due to their cultural origin and orientation.

Religion as a crucial part of the point in the discussion was religion and its role in social work. On the one hand one participant stated that it cannot be part of the profession while on the other hand another participant gave cause for concern that religion cannot be denied as part of everyday life. Keeping in mind that diversity nowadays is reality in society as well as in social work the question was posed whether we can continue to say "no" to religion in terms of social work education.

FOOTNOTES

[17] „autochtones" describes the indigenous population of a country.

[18] „allochtones" refers to immigrants and their descendants.

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Impressions

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SOME ASPECTS OF THE POLITICAL ECONOMY OF SOCIAL WORK IN GERMANY: A CRITICAL REVIEW

1. WELFARE STATE AND SOCIAL WORK IN GERMANY

Apart from the differences and specific features in the design of welfare policy, the "welfare state" in every capitalistic economy is a compensatory reaction to ensure the possibility of the individual reproduction of life, which is not guaranteed by the excluding logic of this kind of economy. In general there are two forms of compensatory intervention: social transfer programs such as the social insurance system in Germany and personal interactive interventions like social work that aims people with special individual problems like long-term poverty, family problems in the education of children or other so called "extraordinary social problems". Social policy is a political reaction in a society, which is characterized by the antagonism of the employees (including principal risks of life) and the owners of capital. The politic-economic reason of this society is to organize a permanent growth of

the gross national product (GDP). If we look at social work as a person-oriented social service we have to identify the design of social service production and the changes in this field during the last 10–15 years (Dahme/Wohlfahrt 2015).

The German welfare state is characterized by a special model. The welfare state is graded from the federal government level down to a "local welfare level". The performance of social services is mainly integrated in public organizations: either on the basis of statutory definitions of tasks and/or by financing by public accounts and taxes. These welfare services are usually provided by the state, as their provision on the "market" entails great economic risks. But market mechanisms can hardly be expected to function in the field of social services. Apart from the care insurance, the state assigns the supply task in the area of social services mainly to the local level. Local authorities are thus not only to meet the constitutional assignment to

"provide for the concerns of the local community" but also to perform the task of establishing an appropriate supply infrastructure as stipulated in §17, section 2, social security code I (Sozialgesetzbuch, SGB). The concept and the practical guarantee of social services are primarily a communal matter in co-operation with independent welfare organizations. Many responsibilities for providing services are delegated to these organizations.

One special feature of social services in Germany is the strict distinction between cost carries and providers. The state's co-operation with non-profit organizations of the "third sector", as for social policy particularly welfare associations in this context has a long tradition and is a central feature of the modern German welfare state. The co-operative ratio of public and voluntary welfare work is regulated in a differentiated rule book comprising warranties of independence (§ 17, section 3, social security code 1 (SGB); § 4, section 1, clause 2, Act on Child and Youth Support (Kinder- und Jugendhilfegesetz, KJHG), terms of subsidiary (§ 4, section 2, KJHG, § 93, section 1, Supplementary Benefits Act (Bundessozialhilfegesetz, BSHG), and rules of co-operation (§ 17, section 3, clause 1, SGB 1).

For several years institutions and associations working in the social sector have observed a process of fundamental reformation or transformation in this sector: In sophisticated theories this development is regarded as a "change in the governance structure of the welfare state and its institutional arrangements". By establishing competition as a contextual condition for providing social services, the "hierarchically coordinated great organization public sector" as well as the politically controlled service sector become restructured. This process is generally referred as the "efficient employment of the welfare sector" and the re-organization standards have the roots in a commercial approach (Naschold 1995). The principles of the "market" and of "competition" became ranking higher than in former times. Which changes can be observed in the social service sector in these contexts?

2. THE NEW REGULATIVE STRUCTURE IN THE SOCIAL SECTOR

Social legislation in recent years shows a tendency which must be assessed as the abandoning and elimination of the priority of voluntary welfare institutions in the provision of social services. The aim is to pluralize welfare institutions, in order to initiate the principle of competition between institutions. At the beginning of the 1990s, the Child and Youth Service Act (KJHG) marked the start of an attempt to extend the meaning of the term "independent welfare institution" (freie Wohlfahrtspflege) beyond the 'association-centred understanding of subsidiarity'. The intended competition between institutions was at the time rather based on social policies than on market concepts – in line with the ideas of the KJHG – and, as a result, the term "welfare organization" is defined in a broader sense. You can become a supplier of measures and institutions if you are able to provide adequate

offers for target groups if those offers are oriented towards everyday competence and if it is possible to communicate them in a professional-methodical way. The attempt to create more competition between welfare organizations was fundamentally altered. In the amended version of § 93 of the Supplementary Benefits Act (BSHG) economic regulations for providers of social institutions were laid down for the first time in 1994. Regulations which since then, have been specified and further developed in 1996 and 1999, in order to create parity between non-profit organisations and commercial suppliers. With the amended versions of § 93 BSHG (institutions and service arrangements) and §§ 78a-78g KJHG (agreements on services offered, charges and quality development), which came into force in 1999, social legislation gave up the concept of non-profit institutions. Today it only refers to "suppliers". Thus, the former conditional priority of non-profit welfare organizations has practically been reduced and the former design of "corporatistic" relationship public and private welfare organisations has turned into a system, in which competition instead of subsidiarity is the guideline for public performance (Dahme/Kühnlein/Wohlfahrt 2005).

a) The entire social legislation is about to catch up the principles which were introduced by the Act on Care Insurance (Pflegeversicherung) in 1995. A change in systems and welfare work paradigms was initiated. These concepts which were initially restricted to just one area of social work became a constitutive feature of the entire social service sector during the last two decades. The result of this development shows a successful "quasi-privatization" in nearly all parts of social services in Germany.

b) Establishing a new competitive structure of regulation in the social service sector also resulted in a predominance of new contractual relations between providers of services and public cost carriers. If social legislation equates the former established providers and the new market participants, then the "business relations" between the state and non-governmental organizations (non-profit and commercial providers of service) have to be reorganized, too. This becomes expressly evident in the abandoning of the principle of "prime cost reimbursement" and the introduction of performance-related payment (§ 93 BSHG; §§ 77,78a–78g KJHG; §§ 75, 84f Act on Care Insurance (Pflegeversicherungsgesetz, Pflege-VG). Welfare organizations running social support schemes and institutions became suppliers and providers of services. Now they are comparable with regard to price and quality of services offered and provided by them. Government and administration increasingly resort to the possibility of organising their relations to the various providers in different legal forms, a possibility which is implied in General Administrative Law (Allgemeines Verwaltungsrecht). Recent social legislation supports government and administration in claiming more frequently the right to choose different types of financing and contract law, in order to control the market. The introduction of performance-related payment in many areas of organized welfare work did not eliminate

classical benefits financing. However, it has strongly lost in significance and is substituted by new civil forms of contracts, which partly allows controlling the award of contracts by tender. Outline agreements on lists of chargers and based on agreements on expense ratios (or care rate agreements) with individual welfare organizations or institutions have gained in importance. They are of the nature of "public contracts" as kind of contracts of co-ordinating ratios. They regulate the provision of services and allocate prospective expense ratios or care rates by remunerations to the services mentioned. Payment for provided services is subsequently made to the extent in which previously determined services were performed. Public cost carriers and providers of services increasingly tend to regulate their relations by means of public contracts. Civil contracts are still an exception but they are possible too. Sufficient competitive pressure has been created so that socio-political tasks will be met as efficiently as possible. The change in legal forms of regulating public financing of social services and institutions shows that, although the relation between public cost carriers and providers became more equal, the "market power" remains unevenly spread: By establishing competition among providers, government and administration purport to strengthen their position as demanders of social services on a so called "social market".

c) The introduction of a competitive setting in the social service sector can be further clarified by going into an aspect which is easily overlooked in the discussion on competition in the social sector: measures to strengthen the structurally weak position of beneficiaries. While the establishment of a competitive setting in the social sector primarily took place by introducing remuneration arrangements and efficiency rules, more and more arrangements are made to ensure quality and service standards now (§ 93 BSHG; §§ 77, 78–78g KJHG; § 80 PflegeVG). These steps were taken because the introduction of price competition was a cost cutting exercise. Price competition in providing social services was extended by quality competition. This competition of quality is to prevent that the reorganisation of the social sector is accompanied by a lack of quality which is to expect due to financial pressure. Moreover, quality standards are defined and documented to supply the beneficiary with some information on the provider so that he/she is enabled to make decisions in a more rational way. All in line with modern quality management, the legislator by means of external, contractually stipulated quality controls intends to make providers improve the quality of their services and also to establish internal quality controls. The beneficiaries' position as final demanders of social services is to be strengthened by quality competitions, as their position on the market for social services and health care is structurally weak. There is a higher risk to make the wrong decisions in 'buying' social services than in former times. "Quality management" is – like in other countries – to promote the development of customer or consumer orientation of social service providers. In the last years the government has

tried to intensify the obligation to include the customer in the process of quality control and strengthen his position for instance by the implementation of "personal budgets". But in contrast to other countries this dimension of restructuring social services in Germany is still underdeveloped.

3. CONSEQUENCES IN PROVIDING SOCIAL SERVICES

All these developments in their entirety lead to a new regulative structure in the social sector. This is characterized by abandoning the traditional principle of subsidiary and which have long-term effects on the providers of social services. I would like to briefly point out some of the consequences of this new regulative structure for providing social services:

a) The changes in social welfare legislation in the past few years had the aim to strengthen the position of the "cost carrier" (Finanzgeber) in relationship to the "providers of services" (Anbieter) in all areas of social work. The former cost carriers shall be enabled to manage the supply of services and, thus, to establish an effect-related control of social services. The autonomy of defining the scope and quality of services, which traditionally had been on the side of the providers, seems to inhibit effective and efficient provision of services and is effected by a gradually cut back.

b) As a consequence of this development, an increasing degree of standardization can be observed in social work. Within the framework of the new regulative arrangement systems, services become more differentiated and detail-defined. The cost carriers have the aim of "pricing by means" in logic of comparing different welfare organizations. This requires the far-reaching comparability of the services in these organizations and, thus, also their standardization.

c) As a result of this restructuring process, the conditional priority of non-profit welfare organisations in the social sector is substituted by a competitive relation between "equal" service providers. Thus, the classical system of voluntary welfare arrangements becomes questionable in its function as a provider and as a social advocate. This result is a managerial reorganization of social services with overall declining resources. "Managerialism" is introduced on the level of non-profit welfare organizations and institutions, too, to control the performance of social services and, consequently, a social economy is established where efficiency-oriented enterprises are fighting for cost benefits and competitive advantages on the one hand and where honorary and voluntary social arrangement, are becoming more marginal on the other hand.

The traditional type in suppling policies of non-profit welfare associations, the established division of labour among the associative territorial units, among these and the professional associations, the fact that tasks are granted in a performance- or market-oriented way, as well as the outdated way of providing internal services are no longer suf-

ficient to ensure efficiency and competitiveness and to accomplish the idealistic mission or model. The associated entrepreneur therefore start to set up services and institutional arrangements of one field as independent lines of business, to take them out of the, from their point of view, restricting mix of tasks of the close-meshed territorial structure and to set them free to open up their specific markets. In order to ensure efficiency and profitability of the entrepreneur, in a further step liabilities have to be agreed upon. For example corporate policies which are valid for all entrepreneurs in the business line and a strategic control must be established. The associations' traditional instruments of co-ordination fail to meet the specific requirements and, thus, the necessity to control associative activities. In welfare organizations gradually a model is implemented, which is demonstrated by public administration: Giving certain lines of business a decentralized independent organization requires an upgrade of liabilities, an improved co-ordination of tasks and strategic control. Clearly defined responsibilities for performance and the further development of the entire line of business must be laid down.

The German welfare organizations are increasingly under pressure to modernize their systems and, in the course of rationalization of supply systems, they have to check their own business lines and range of services. They also have to rationalize their own operational structure and, like the administrative level, lead a make-or-buy discussion. Already today the trend can be observed that the big associative social service providers will develop networking structures by outsourcing tasks or setting up new inter-organizational relationships with other providers. A most important point of this restructuring of welfare organization is the production of flexibility in the field of employment. Nowadays over 1.4 million labour contracts can be observed in the field of social services in Germany and there is a dramatic rise of short-time and part-time employment. The competition between the suppliers in the field of social services is mainly a competition in concern of the wages for the employees. One great problem of this fact is that in Germany the churches have the right, to regulate labour contracts without the influence of any unions, the so called "Third Way". Nearly 1 million of over 1,4 million employees in the field of social services work in labour relations dominated by special law of the catholic and protestant church in form of their social associations, "Caritas" and "Diakonie". These associations are an organizational part of the churches and the main reason for their professional performance is a missionary one – social work in this view in first line is "proclamation of the gospel".

4. THE CONCEPT OF THE "ACTIVATING STATE" AND CONSEQUENCES FOR SOCIAL WORK

The concept of the „activating welfare state" (and of the „Third Way"), which has been the main concept of all governments in Germany since its formulation by the SPD-Green

Federal Government in 1999, results from the political re-orientation in welfare policy and, in particular, of welfare payments, demanded since the 1980s, and wants to be understood as a pragmatic model that aims at a modified idea to separate the responsibilities of state and society on the one hand and of state and citizen on the other hand. The „state paradox" that the "activating welfare state" wants to overcome consists of the assumption that many public tasks could be better executed by activating the citizens without actually having them to be assigned. Furthermore the concept assumes that it is possible to start a mediation of short-term, egoistic interests and the long-term development prospects of society without a „welfare or eco-dictatorship". The aim of the concept of the "activating welfare state" is a redefinition of the reciprocal division of tasks and responsibilities as well as the performance of tasks and duties in the relationship between state, society and citizen. The focus in public debates on the issue of civil society, active citizenship and voluntary office is presented as a "democratic theory discourse" between the government and citizens. It is, however, only the set-up of a social realignment of society, signalling the end of traditional social welfare politics.

The concept of the "activating state" is fundamental to the understanding of the new design of social services: The „economization of the welfare recipient" is the rigorous further development of the activating state policies. In the course of converting cash into noncash benefits, the clients have to

fulfill further training or qualifications, supported by welfare services. The clients are also to be guided around the obstacles of benefit systems by means of „case management". In the context of long-term unemployment and social welfare, they are e.g. to be prepared for re-entering the workforce through training – including behavioural training. In this process, the objective is not only to increase employment opportunities, but also to ensure that the beneficiaries themselves make an active contribution towards the consolidation of the welfare budget used and drained by them. This is becoming more necessary as the welfare state structure becomes converted into „a system of strategic philanthropy" (Priddat 2004, p. 93), which only is available to the "really needy", to those citizens without any further alternatives. The declared goal of an "activating welfare policy" is no longer to pay welfare investments as an annuity but as an evaluation of their social ‚responsibility': which form of which welfare transfer increases the opportunity for employment, for health, for qualifications? The target of the "activating welfare policy" is „the improvement and increase of opportunities for co-operation…, not the amount and volume of transfer payments" in which „the state in the area of the new welfare policy must co-operate with many new private partners" (Priddat 2000: 99–100). This is an empirical fact which has long been observed by theoreticians such as the school of governance and regulation and which has also been emphasized as a new structural characteristic of the new variety of statehood.

The current revival of the discourse on the civil society also can be linked with this. The civil society, originally not an abstract reference system, but the group of voluntary and non-state unions in which citizens organize themselves in order to participate in public opinion-forming becomes more incorporated by the "activating state" into a responsibility context that emphasizes civil society-related relief effects for the state. In addition to self-help, personal responsibility and willingness to take risks, focal points such as an "active citizenship culture" or the model of a co-structuring „citizen as citoyen" are emerging (Böhme 1998). This indicates that the enhancement of the civil society does not refer to the resistance potential of disadvantaged or excluded population groups, but rather means that new elements of communicative problem-solving between state and society become addressed. The "activating state" requires citizens and civil society to align themselves more strongly than they have so far to the requirements of a social order that actively puts their responsibility for social concerns in their own hands, thus becoming, as Etzioni (1998) puts it, a „good society". The confrontation between social policy as a transfer system and the promotion of individuals has led to a new ideal of social services – social services have to be a "social investment" and therefore educational formation is the centre of the design of a new social policy.

5. CONSEQUENCES OF THE "MODERNIZATION" OF "SOCIAL SERVICES" AS SOCIAL WORK [19]

The ongoing modernization of social services leads to a continuous process of change in the organizational and professional structure of social work. At least this fundamental change can be observed in many dimensions:

- Level of quality and cutback of performance;
- Lower level of remuneration;
- Higher caseload;
- Erosion of the standard employment relationship;
- Increase in lower qualified staff;
- Bureaucratization;
- Less autonomy and more extern steering of the professional-client interaction.

The so called "managerialization" of social work in practise also by controlling with concepts like "quality management" and "contract management" leads to new challenges for the professional staff, for example:

- New forms of case management and case documentation;
- Development of marketing strategies and instruments of observing the market;
- Development and care of quality management systems;
- Adoption of management functions without more income.

The results of empirical studies are implementations of steering logics from business management which are yet not developed that a substantial steering of the work performance is possible. Now instruments like "controlling" are implemented by welfare

organizations too, but their main aim is the reflection of the efficiency of social work intervention and of the organizational practice.

In the last years movements like evidence based practice or evaluation of social work have become more and more important with serious consequences for social work. Social work has to legitimize itself and has to organize costs and services much more transparent.

Social work in Germany at a whole is in a defensive position – because of the development on the macro- and meso-level: changes in social policy, new public management and organizational change in welfare organisations. The professional understanding is more and more defined by external actors on the administrative and management level with consequences even in the professional-client relationship.

The change in the activity profile in social work has to be read as a strategy of flexibilisation which follows the headline "structure follows function". But the original profile of social work is not clear nor well defined. Nowadays we can make a difference between several development paths. But there is no path which can be described as dominant for the future. We can identify three types of such development paths:

- Detailing and differentiation especially a separation between simple and complex work;
- Intensity of work and bureaucratization: Documenting and administrative tasks become more and more important;
- Generalization: the job profile is dominated by the principle of problem solution (from case work to community care) and not by the differentiation of expertise and professional standards.

In nearly all capitalistic welfare states in Europe it can be observed that – following the principles of new public management – the spread between the income of the employees and the challenges of social service production is rising. And at the same time we can observe an increasing academization of many social professions. Because in social service professions mostly female employees are working, the negative development of monetary income concerns women. The organisational and professional change in social work has gender consequences, too and it can be described – by Lehndorff (2002) – as "a wrong tree into the service society".

6. THE NEW POLITICAL ECONOMY OF SOCIAL WORK AND ITS NORMATIVE CONSEQUENCES [20]

In all OECD countries tax payment reduction, privatization, deregulation, more competition in the field of education and social- and public health are top items of the modernization agenda. In Germany social policy is subsumed under regional location policy and it shall help to give more attraction to the business location for investors. The European sovereign debt crisis in this way acts as a force with a view on the relief of the national budget as well as the enforcement

of more economic growth. The pressure of more economization of the social service sector is the consequence of this economic weighing up. The amount of money spent by public budgets has to be reduced and therefore the mobilization of private capital as an investment in social services seems to be necessary. This leads to a new type of social service provider – the "social entrepreneur" – who seeks for private investments and therefore has to combine a non-profit-orientation with a for-profit-performance of his business. This is the main reason why more and more social entrepreneurs understand themselves as hybrid organizations.

But besides this ongoing economization of social work, a contradiction must be considered: the accumulation of profit is only one aim in the production of social services. The other is the fulfilling of the public duty. Therefore to the process of more social entrepreneurship a trend towards more impact orientation and evidence based social work can be observed as a parallel line. Impact has become not only a feature of the achievement of the objectives in the professional interaction, but also in categories of cost-effectiveness of the invested money. The measurement of impact has become one of the most important duties of social entrepreneurs and it will change the shape of social work, because professional work has to follow the terms of reference by the social entrepreneur and/or the contracts between state and social service provider.

The practice of the political welfare state has distanced itself from two ideological goals of long standing – that of a reduction of differences in income and that of the distribution of wealth – and other goals have come to the fore, such as "participation" and "inclusion". It is to the same extent that criticism informed by the theory of justice is growing in strength, in particular that type which has egalitarianism as a guiding normative principle. The basic idea of a "functionality of inequality" (Mahnkopf, 2000) is gaining ground in the theory-of-justice scene. In parallel with the spread of this idea, critical attention is being directed to those who show themselves increasingly unworthy as objects of welfare-state measures. This announces a type of moral self-criticism, which can also be read as "ethical criticism of the welfare state". The central idea in this discourse is to liberate people from the idea of the injustice of an upper and lower class, or the rich and the poor. Rather, it is argued, this could very well be regarded as a positive fact, i.e. the product of the differential "capabilities" of individuals.

It is no coincidence that as far as social work is concerned, the principle of justice constitutes a central normative vanishing point. In fact, it is generally assumed today that profession and discipline of social work is charged with "establishing social justice" (Schrödter 2007: 9), and the "realisation of a just society" (Hosemann & Trippmacher 2003: 5). Also "human rights" have been taken is this discourse as points of reference for professional activities and social work is interpreted as a "human rights profession". Critical arguments are put forward against current attempts to claim social work for this

or that ideology. The problem of justice is the currently most frequently discussed reference point of social work because it is well suited to the integration of other – older as well as more recent guiding principles, for example, human dignity, civil society, democracy, community, state or empowerment.

Explanations and definitions of social work based on a theory of justice make a methodological attempt to solve the practical dilemma of a type of social work that is largely determined by the state and its administration by referring to a social-political principle shared by large sections of the society. The assumption behind this procedure is that by constructing a theory it will allow the development of a definition of social work based on the theory of the profession ("profession of justice"), which will encapsulate its essence as distinct from other professions. It will also, on the other hand, deliver starting points for the practice of social work so that it can cease to understand itself as a heterogeneously steered profession mainly defined by government regulations, and can thus take steps in the direction of an autonomous profession.

My final conclusion is that normative concepts are not interested in the political economy of capitalism; on the contrary, they are perceived as interfering with the normative analysis. Their starting point is the question whether the acting subjects in state and society can meet ideal demands that, depending on the point of view of the author, can be measured by categories such as justice, equality, prosperity for all, individual responsibility etc., in one word normative categories. From a normative perspective, the analysis of the welfare state does not consist in the question of the aims of welfare state programmes and what these goals have to do with the economy of the respective society. On the contrary, the question is whether these programs help to produce "greater equality", contribute to a „flourishing life" or even "more justice". These aspects could be considered unimportant if these normative idealizations were merely used as yardsticks for the effectiveness of such programs. If this would be the case, authors could decide for themselves whether they wanted to regard pension schemes as promoting justice or not, or whether they thought social work would lessen social inequality. The establishment of normative categories introduces an approach which suggests that the subjects of the modern welfare state do indeed have the aim to produce more justice, equality or capabilities – the only difficulty is that they often fail in their attempts. The principle mistake of this analysis is the transformation of the "social question" into a matter of accepting normative requirements.

FOOTNOTES

[19] See also in German in Dahme/Wohlfahrt (2015): Soziale Dienstleistungen.

[20] See also the book published in German by Hans-Jürgen Dahme and Norbert Wohlfahrt (2012) with the title "Ungleich gerecht?" – a „critical review of modern theories on justice"

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Summarizing final conclusions ...

All participants after the final session ...

Uwe Schwarze und Lina Jäger

CONCLUSIONS: SOCIAL WORK AND MASTER PROGRAMS IN SOCIAL WORK EDUCATION – MAIN RESULTS FROM AN INTERNATIONAL WORKSHOP

The primary results of the international workshop were summarized in group work by all participants (teachers/researchers, students and guests) at the end of the second day. The basics of the conclusions were derived from contents of the six country reports as well as statements from discussions in the plenary sessions. The primary findings pointed out challenges and innovative ideas for future master programs in social work on different levels, and these results were expectantly clear for all participants. Lina Jäger, master student at the HAWK in Hildesheim and also co-editor of this report, described her impressions about the two-day workshop in the following words: "I joined the International Workshop 2014 as master student at HAWK Hildesheim. The master's degree program called "social work in international and intercultural context" already emphasizes the importance of a social work which takes into consideration that methods and theories differ from coun-try to country and that political structures have a high impact on how the professional development evolves. From an intercultural perspective, being able to understand the different structures of thinking and acting was one of the main foci on appreciative social work. The more globalization is becoming a part of human reality, the more people with different cultural and ethnical backgrounds are entering social work – both as professionals and clients. As it is not the duty of social work to judge upon other individuals and to offer ready-made solutions to individual and complex situations, it is much more the competence and ability in understanding how and why people act as they do. This should be a central value of the social work profession. The international workshop perfectly illustrated this for me.

Firsthand information on different countries and their political and social context helped to understand the current situation and the

development of the profession in those countries. Talking about methods and social work practice, comparing the history and current situation of social work in an international perspective, similarities and differences emerged and new inputs on methodological level opened up to me.

Furthermore, I imagined the advantages of an international network which could help noticing critical conditions and with the knowledge of social work professionals from other countries who might have had similar issues to deal with, preventive perspectives can be developed. Another aspect of international networking as a way of getting in contact with professionals from all over the world might be important especially for students who are interested in research programs, projects or job perspectives all across the globe.

All presentations held illustrated very well problems the social work profession is facing: neoliberal structures, austerity measures, privatization and the dismantling of the welfare state trigger an ongoing process of de-professionalization. Nevertheless the undertone of the whole event towards these tendencies was a critical one, which gave me a very positive impression of shared values and targets of an ideal social work. Once again the importance of a political mandate clearly was emphasized. Social work which takes on responsibility for society, which acts upon human rights and which claims to be the voice for the needy has to use its political powers to sustainably change society. For this solidarity in a permanent international exchange is essential."

In perspective on challenges for future social work during the next two decades it will be important to realize that social work in different countries and in various cultural and religious contexts has very specific roots and traditions. So the dimensions of social, cultural and political history and values should be a self-evident part in curricula of master programs in social work education as well as in bachelor programs. Furthermore theory and concepts of comparative social policy analysis should have an appropriate role in studying social work. Especially the country reports from Spain and Lithuania, but also from the US showed dramatically effects of the economic crises after 2008 and the trend of retrenchment on welfare state regulation on the one hand and strengthening of principles like competition and deregulation adapted from neoliberal concepts of "more market" and "less state". Furthermore "charity" and the traditional role of providing social security by "family" became a prominent role during the last years in several welfare states, not only in the Southern part of Europe, but also in Germany. It is a trend of fragmentation in modern welfare states, which we are also observing in social work research, because it includes the risk of de-professionalization.

Apparently, without any critical reflection, the trend to a liberal model of social policy and retrenchment in social security is an ongoing process, which has negative effects for individuals in low income groups, for the long-term unemployed, for families supporting a few children as well as for the elderly with low pensions. The liberal wel-

fare state regime, like the US-model, further seems to be the most dominant current type, which the discourses on welfare reforms and "re-structuring" social policy are mainly focusing on. On the other hand alternative concepts and visions of a "new" type of welfare regime – maybe adopted to the Swedish social democratic regime – haven't developed in really recognizable forms, yet. These socio-economical facts should be part of a critical review in international comparative analyses in teaching and research at the master level, too.

Additionally, it is to point out that the country reports as well as the discussion in the plenary sessions illustrated new and very challenging social problems in different fields of social work: international migration, demographic change, extreme poverty, violence and riots of disadvantaged groups in modern welfare states, failing support for children and the elderly, poverty and unemployment among the youth of southern Europe, new risks of homelessness, for example in Sweden, and human trafficking nearly in all regions of a globalized world are the current topics in social work and social policy. All these social problems require a search for the best possible programs, methods and social interventions. The best way, and furthermore an essential requirement in social work, is to take up all these challenges in continuous and reliable international exchange, coordination and international collaboration, on the level of professionals, teachers and researchers in social work and social policy. The current and future challenges in social work simply require more international collaboration in many dimensions and varieties. So, especially in master programs the international dimension has to become a fundamental and natural part of social work. In practice, universities need reliable financial support to organize international workshops, to develop online lectures, for offering summer schools, to realize international and comparative research and to support staff at universities and students in building up international contacts. The Erasmus program is one part of this financial and organizational support and we need this type of program.

In perspective on worldwide current social problems and social interventions, social work in theoretical dimensions might point out more clearly that social problems can't really be prevented or solved by individual and/or behavioral social interventions. This individualized and often coercive concepts on social policy and social interventions are naive. The country reports and discussions instead emphasized that much broader structural and multi-disciplinary measures and methods must be developed as original parts in social work, too. These concepts should be an institutionalized element in curricula of master programs in social work and other social service. Additionally, the theoretical analytical perspective of political economy as well is one topic in teaching and in research of social problems.

Another result of the two day workshop was the realization that the public image and view on social work in society, as well as in

the political arena, is often ambivalent – mainly not so positive. The country reports showed this fact for nearly all welfare states, including Sweden and the U.S.. There is a lack of data about the public image on social work in comparative research and it is a very important challenge to qualify social workers in topics and competences like "marketing" and "public relations" with a specific view on the fundamental characteristics and values of social work. In this context the function of "social work lobby organizations" on a national level as well as in an international context (IASSW, EASSW…) have to be strengthened in the future, and they must be connected to the local level of social work in a more and more globalized world. In perspective on German social work in general and in particular on German master programs in social work, two open questions should be pointed out: In international comparative perspective the German "professional internship" (Berufspraktikum) as a part of social work education is specific and seems very unique. In different federal states of Germany we can find a variety of regulation and standards on this "professional internship". It is an open question if this professional internship" also should be understood as a mandatory requirement in relation to the master's degree, or as a part of the master's degree in social work practice. Another open question in Germany is focusing on the bridge between Bachelor and master: The question is, if professionals, who do not have a bachelor's degree in social work, but who are working in the fields and topics of social work in practice and for example already have a bachelor

degree in sociology, social sciences, law studies, political science, psychology… should get access to a master program in social work? The practice and the regulation in this question shows a wide variety, depending on federal regulation and different standards in access criteria at different universities in a variety of master programs. In general it is to emphasize that the "Bologna process" was not really as successful as intended in these fields of interdisciplinary opening – on a national level as well as in an international perspective.

The results of the two day international workshop might stimulate further development and support for social work in perspective on (re-)accreditation of master programs and for the development of PhD programs, too. In an international perspective it is nearly embarrassing that German universities of applied sciences do not have the legal right to offer PhD programs in social work to their students who have finished the master's degree with good success, and who want to continue with research on origin topics of social work. The lack of this legal right to offer PhD programs has further effects; German (empirical) research on social work in international perspective is nearly marginal. In dimensions on methods of social research in and on social work, German universities have to be strengthened. These topics also must be institutionalized as basic elements in the curricula of master programs. Furthermore fighting for the legal right to offer PhD programs in social work is a very important topic on the agenda in social work education in

Germany and other countries, like Lithuania, Spain and the Netherlands.

Theory and concepts, which are influencing social work as an academic discipline and as a practice-oriented profession, actually seldom come from Germany. In the arena of international and comparative research and in reception of current international theory on justice, fairness, social inequality or concepts like "empowerment", "enabling" and "best practices" in social work mainly have their roots in other regions of the world. Most influences come from the Anglo-Saxon countries, often from the U.S. and from Scandinavia, too, and indigenous concepts of social work received more attention during the last years. The former "prominent model" of social policy and social security in Germany in international perspective seems to be less attractive. Also "new" innovative concepts in supporting user participation, user involvement and democracy in the fields of social work mainly have their roots in the U.S., in relation to the occupy wall street movement or in context of social work in the welfare state crises which we can observe in the Southern and/or Eastern countries of Europe. Also in this dimension it is important and it is an enrichment for the mainly pragmatically and opportunistic oriented social work discourses in Germany. Perhaps this allows former and current critical, radical, participating and democratic concepts in future social work become more relevant in Germany. However, history already has shown that social work must take into account the fundamental changes we currently can observe and experience in daily life – in demographic, socioeconomic, technical and political dimension. In dealing with these changes of modern society and in individual life conditions social work directly and fundamentally becomes globalized – and in the same time also (g)localized in a future world society.

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