



Global Trends in Social Work

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International Federation of Social Workers

- 80+ countries
- Over 500,000 social workers
- Policy development
- Ethics and definition
- Representation – IASSW & ICSW
- Mutual support, conferences
- Social work day 17 March 2009
- www.ifsw.org



Global context

- Globalisation – all linked together
- Growing economic difference
- Persistent conflicts – ethnic, religious, territory
- New conflicts - climate change – water, food, power, credit
- Mobility – huge movements - economic, conflicts, trafficking
- Decline in solidarity



Global context changes

- Knowledge expanding
- Losing certainties and increasing anxiety
- Governance - corruption
- Performance management
- Consumer and user power
- Loss of trust
- Leading to global social crisis?



No easy solutions

- Complex, difficult problems
 - require an informed, knowledgeable and skilful response
- Engage all stakeholders



Some things are constant

- Basic needs and behaviour remarkably consistent – food, shelter, care, family
- Values and humanitarian ideals



Social work – important part of the response

- Multi-professional working
- Partnerships of skills
- Partnership with service users/ community groups
- No one profession has it all
- BUT social work is a key component of the response
- Skills in family support, community reconciliation, risk management
- Partnerships and co-working



Social work – global profession

- Practice reality
- Definition
- Ethics and values
- Global regulator network
- Global qualifying standards
- Global market for skills
- Global provider market?



Resurgence of social work?

Examples from recent discussions recognising the role of social work

- UN Habitat
- UN disaster relief
- UK policy example



Social work laws

- Emerging in many countries
- Recognition and regulation
- Qualifications
- Values and ethics
- Practice standards
- Relationship with other professions



Performance management

- Global reality
- Affects all sectors
- Value for money – efficiency
- Divergence of management and practice – alienation of staff



Performance management

- Key finding –
 - Management values and style consistent with objectives and values of mission and practice
- Celebrate a shared identity
- Lead not drive the workers



Linking practice and management

What is the link
between management
and practice?

Do they share common
values and objectives?



Good relationships

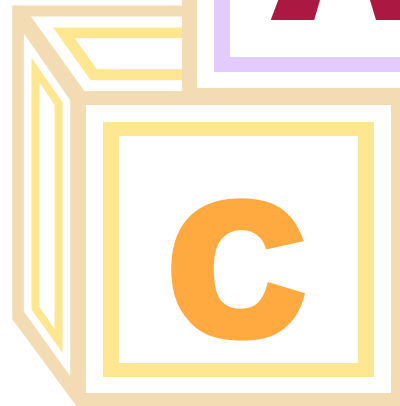
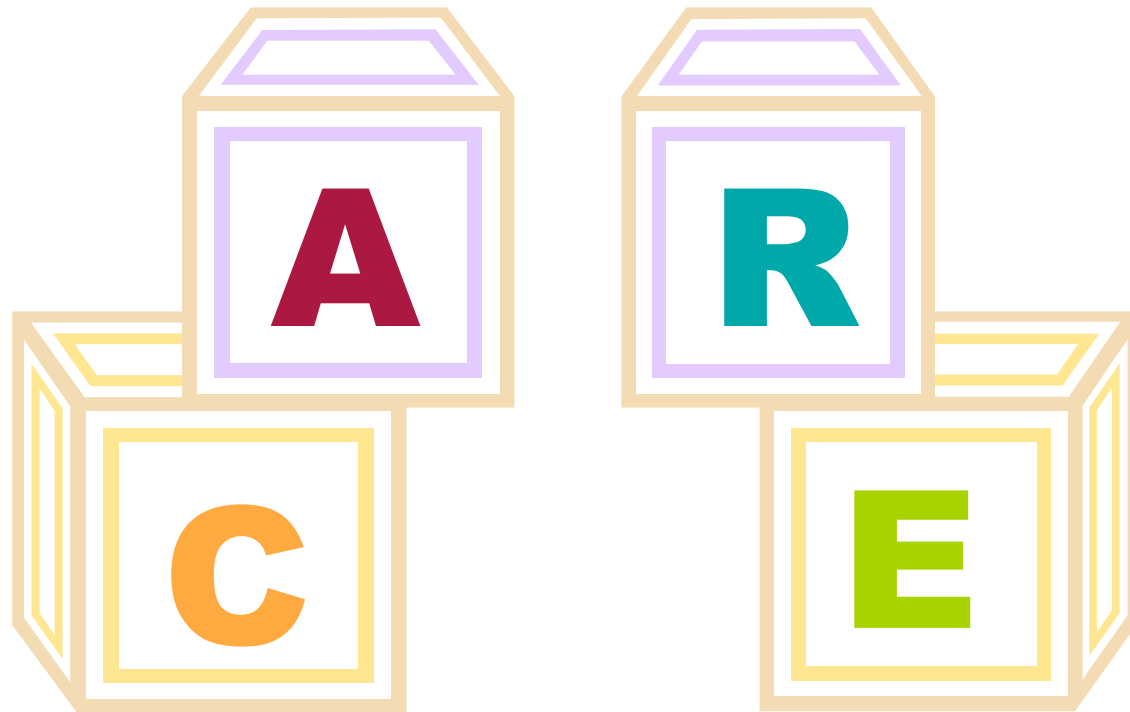
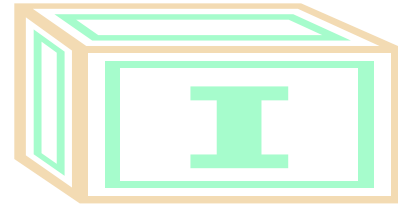
- Honest - genuine
- Trustworthy - explain delays or problems
- Understanding - show empathy
- Respectful - accepting
- Direct - fair - straight-talking



Good Relationships

- Fair - Consistency
- Respectful - Acceptance
- Honest - Integrity
- Trustworthy - Reliability
- Understanding - Empathic





Source: Joint Reviews

Social work skills

- Practice and relationship skills may be more important to effectiveness than management structures
- Rediscovery of 'respect' and 'relationships'



Social work skills

- Link policy and practice
- Learn from each other
- Sociological and psychological
- Local and global
- Managing complexity and diversity



Hong Kong 2010

- Global process
- Priorities for next decade
- Social as well as economic
- Local, national, regional and global consultation
- UN and other agencies
- Get involved!



Pride in social work

- A necessary profession
- A flexible and adaptable profession
- An exciting and demanding job
- An essential global contribution
- A noble activity
- A confident future





Working together towards Emerging the profession

Working in partnership
Hong Kong

Building professional confidence

June 2010

Increasing visibility