



ifsw

international federation of social workers

fédération internationale des assistants sociaux
federación internacional de trabajadores sociales

Europe

European Delegates Meeting

Brussels 8-10 April 2011

Minutes

Countries in attendance:

1. Armenia
2. Austria
3. Belgium
4. Bulgaria
5. Croatia
6. Denmark (with a proxy for Iceland)
7. Finland (with a proxy for Norway)
8. France
9. Germany
10. Georgia
11. Ireland
12. Kosovo
13. Lithuania
14. Malta
15. Portugal
16. Romania
17. Russia
18. Spain
19. Sweden (with a proxy for the Faroe Islands)
20. Switzerland
21. Turkey
22. United Kingdom

Observers

Albania

Agenda items

Special Session.....	3
1. Welcome and Formalities	5
2. Minutes of the Delegates Meeting, Malta 2010.....	6
3. Matters arising from the minutes.....	6
4. Presentation of the Executive Committee	6
5. Report from the IFSW President and Secretariat (IFSW Global)	16
6. Consideration and amendments to the articles and bylaws of IFSW Europe...	18
7. European Conferences.....	18
8. Consideration of any other proposals	19
9. Final Adoption of the work programme 2011-2012	20
10. Approval of the annual accounts and the report of the auditors.....	20
11. Ratification of the general and financial policies of IFSW Europe e.V.....	21
12. Elections	22
13. Appointment of external and internal representatives of IFSW Europe e.V.	23
14. Any Other Business	23

SPECIAL SESSION

The meeting began with a Special Session by Ariella de Gennaro, a project Officer for the Social Platform.

Ariella explained that the Social Platform is the largest civil society alliance in Europe. 46 pan European networks are members of the Platform. Ariella feels that it would be useful for members of IFSW Europe to consider which other organisations they may be able to link with (as a number of organisations within the Platform are also involved in areas which IFSW members may be interested in). One of the aims of the Social Platform is to connect people working in social roles within Europe.

Ariella explained how the Platform is organised to inform EU institutions.

Ariella outlined the current work programme of the Social Platform, inviting members to consider which of the areas they were most interested in and which they could contribute to.

Ariella also talked about the study visits which the Social Platform have each year. Some IFSW members have been able to attend study visits and have found these useful. This year the networking visit will be to Poland.

The UK said that they had attended one of the Social Platform Study visits and commented that they had found it useful.

Ian Johnston, executive committee member, said that the executive are having a review of the Social Platform membership and how members make use of the Platform. He asked members to engage with the review and to take part in the group work within the meeting.

Ariella asked members to look at a range of questions:

- In which of the Work Programme 2011 policies would you like to be involved?
- What would you like to get from the Social Platform?
- Which issues would you like to raise to the Polish Presidency of the EU (during the networking visit)?
- How would you like a Networking Visit to be?

The feedback from the group work was as follows:

Group one – would like feedback to be taken to the Polish Presidency on the treatment of the Roma people and migration. The treatment of vulnerable minority groups should be raised and there should be guidance on ensuring human rights. There is also an issue about migration especially in Southern countries. The group also felt that equality is not always on the agenda of the EU.

Group two – felt that it is important to recognise the rapid changes occurring within social work. They want the Social Platform to look at how they can assist the development of social policy. They would like to have a stronger role within the Platform and would like to encourage them to do more. They would like the Social

Platform to look at the findings of the IFSW project on the impact of the financial crisis.

Group three – Feel that IFSW need to strengthen their involvement in the Social Platform and they would like more specific feedback. The feedback should cover not just what the Social Platform is doing, but also what the result is on the EU departments. They feel that the Social Platform needs to be vigilant to all the players in the field of social action. They need to make use of all the papers that are developed in the different groups of the EU institutions. This group also said they would like a networking visit to cover just one or two issues in detail that can be discussed from different perspectives. They feel that participants will get more from this than a meeting covering many topics.

Group four – said that discrimination and inequality should be the focus of discussion with the Polish Presidency. Issues about migrant workers should also be raised with the Polish Presidency. There should be consequences for countries who do not follow EU legislation and the Polish Presidency should be asked what can they do about that. It is also important to ask the Polish what can be done about the breakdown in society in some countries which has been highlighted by the current IFSW project. They also feel it is important for the Social Platform to continue to follow through and monitor the impact they have – for example, considering the impact of policies and how they are implemented. The Platform should also look at how they can work closely with trade unions to look at how workers' rights can be upheld.

Ariella thanked members for their contributions and said that she found the discussions very interesting. She will use the feedback from members to take back to the Platform for discussion. She said that the issues raised for the Polish Presidency are issues that the Platform is already working on. This demonstrates that the Platform and IFSW have very similar threads to their work.

On behalf of IFSW Europe e.V., Nicolai Paulsen thanked Ariella for delivering the Special Session.

1. **Welcome and Formalities**

The European President, Nicolai Paulsen welcomed delegates and observers and formally opened the meeting.

Liliane Cocozza welcomed the Delegates on behalf of the Belgium Association. Since Belgium is a new member she was invited to give a brief introduction to social work in Belgium.

The President gave a particular welcome to the three new members present at the meeting – Kosova, Belgium and Georgia. Kosova and Georgia then gave a brief introduction to social work in their countries:

Kosova is looking towards developing University education for social workers. The Croatia Association of Social Workers have been particularly helpful in supporting the Kosovan Association in becoming members.

In Georgia social work started only 10 years ago. The Organisation in Georgia was founded by the first social workers who qualified in America. There is now University social work education. Regulation of the profession is a key issue at present in Georgia.

It was proposed that Gabriele Stark-Angermeier be appointed as Parliamentarian for the meeting.

Proposed: Switzerland

Seconded: Romania

Carried unanimously

Tellers

Two tellers are needed for the meeting. The executive suggested that Veronique Barre (France) and Dalija Snieskiene (Lithuania) could be tellers.

Proposed: Germany

Seconded: Ireland

Carried unanimously

Approval of the agenda and timetable

Nicolai Paulsen explained the proposed timetable for the management of the agenda.

The President asked if the agenda could be approved.

Proposed: Ireland

Seconded: Denmark

Carried unanimously

<p>2.</p>	<p>Minutes of the Delegates Meeting, Malta 2010</p> <p>The minutes of the meeting which were circulated after the meeting in Valletta and again in preparation for this meeting were raised.</p> <p>There were no comments.</p> <p>The President asked if the minutes could be approved.</p> <p><i>Proposed: UK</i> <i>Seconded: Spain</i> <i>Carried unanimously</i></p> <p>The President said that the minutes of the informal meeting held in Hong Kong have been circulated and are on the website.</p>
<p>3.</p>	<p>Matters arising from the minutes</p> <p>There were no matters arising from the minutes.</p>
<p>4.</p>	<p>Presentation of the Executive Committee</p> <p><u>4.1 Introduction to four overall themes represented in the work programme</u></p> <p>The President explained that the work programme of IFSW is structured around four core items – human rights, social policy, professional development and organisational development.</p> <p>The President explained that the executive committee all work voluntarily. This limits the capacity of the organisation to progress the work programme. The executive therefore proposes that for the coming year the first deputy member of the executive is involved in the work of the executive committee.</p> <p>The UK asked how members can add to the work programme of IFSW. Nicolai Paulsen explained that members can raise any additional areas they would like adding as the points are covered within the meeting.</p> <p><u>4.2 Human Rights</u></p> <p>Graca Andre from Portugal, as the representative on human rights at the Global level, gave a report on her work. Graca reported on her work visiting Malta, considering issues of immigration. She also talked about the European Year of Combatting Poverty and Social Exclusion. Graca said that at the second National Meeting of Social Workers in Portugal the financial climate was discussed.</p> <p>Graca suggested that further work would be useful on the topic of “Social</p>

Workers Realising Human Rights: Are social workers doing it?" This would involve members acknowledging the human rights issues and successes in order to help the profession to develop in its human rights work. Graca provided a possible project plan to the meeting. This is supported by the Portuguese Association.

The President said that the executive have developed a short DVD promoting social work positively. Cristina Martins, executive committee member, then presented the DVD.

Ian Johnston, executive committee member, then gave a verbal report on his work representing IFSW Europe e.V. on the Fundamental Rights Platform. He stated that the promotion of fundamental rights is a vital task for social workers. Ian explained that IFSW are also part of the FRAND group – which is a working group providing support to the Social Platform on Fundamental Rights Issues. The Fundamental Rights Platform meets once a year in Vienna. Ian will be attending this year to represent IFSW Europe e.V. – he will be running a workshop on social work issues in human rights. Ian feels strongly that social workers promote rights in a very generic way – whereas most of the groups on the Platform fight for the rights of single groups. Social workers often work in situations of conflict between rights. He feels that we need to explain these situations to others much more clearly. Society needs to better understand the role that social workers carry to challenge abuse and to protect people. Ian will be raising a number of issues at the next Platform meeting:

- Responsibility that social workers carry on behalf of society to identify and challenge the abuse of human rights
- Acknowledging the high personal price that is paid by social workers who “blow the whistle” particularly when they have concerns about their own employer
- Identify action which FRA might take to empower social workers and others to challenge injustice and speak out about the abuse of peoples’ rights and to protect them from inhumane treatment

Marjut Kosonen asked the Delegates Meeting to consider how we can bring together all the work within IFSW Europe e.V. on human rights in a more co-ordinated way.

Austria asked for clarity on the role of IFSW Europe e.V. in the Platform.

Austria said that the Association has recently had a success in that the children’s department now refuses to help the Police when children are being deported. This was well publicised in the country as a human rights issue.

The UK asked for clarification on the IFSW Europe e.V. view of social workers being involved in human rights violations in the past. We can learn from these situations.

Denmark said that this is an interesting point but there are current issues which are important and should be included in the work programme.

Austria said that if an association is clear that a social worker has violated rights they should be expelled from the Association. If the association refuses to do this, they should be excluded from IFSW Europe e.V.

Graca Andre said that social work is not the profession of human rights – we must work more in partnership with other human rights professions. We need to reflect on situations of human rights and empower people to share their experiences.

Germany asked how the work is connected (for example, the work that Ian is doing representing social work in the Platform and the work of Graca as the Human Rights representative). Germany also feel that the topic of the World Social Work Day 2012 could include these issues – this will connect the work on human rights more fully.

Georgia said that social work and human rights are very difficult in Georgia. Many social workers who are employed by the state find human rights a difficult concept in their work. They have developed some tools and would be willing to share this with others.

The UK said they would like three things out of the discussions on human rights:

1. A clear statement that human rights is core to social work and is important to IFSW Europe e.V. (this will enable National organisations to share with their members that they are supported in challenging human rights issues)
2. Concerted action by National Associations
3. Defined action at the European level leading to tools for practitioners.

Romania said that there is a problem in explaining human rights to practitioners and students. No one would ever say that they are not concerned with human rights. However, it is very difficult to get people to understand what it means in everyday work. Romania said that it would be useful to have previous materials updated and translated for use in different countries. The Human Rights manual should then be made available for free on the internet.

Barbara Molderings, executive committee member, said that the project for the last two years has been on social work standards meeting human rights. The material from this project should be used in member countries. This needs to be kept up to date.

Lithuania said that they have translated the project booklet for use in their country. This has been helpful in teaching students about social work and human rights issues. Social workers in Lithuania are predominantly used as

administrators to control people rather than advocating for human rights. This is the major challenge.

Ian Johnston, executive committee member, reminded the Delegates Meeting that a presentation on the human rights website was given at the Delegates Meeting last year. Members could make use of this in their countries.

Switzerland said that human rights issues are being discussed on a range of levels – individual, national and European. The work programme covers these three levels well. Switzerland feels that more lobbying and communication is required at these various levels.

The President summarised the discussions saying that the executive need to improve their communication and demonstrate connections between their work at different levels. He also stated that it was clear that members wanted some specific case studies and some guidelines on human rights issues. However, it is important that matters for the work programme need to be prioritised. The executive does not have significant capacity. Members are challenged to volunteer to provide support in these matters.

David Jones said that the Global action agenda can be used to connect the work in this area.

Gary Bailey said that the discussions have been very interesting, the levels of analysis is interesting. However, the main challenge is how to take action.

The President asked if anyone was willing to work on a statement about this from the meeting – the UK, Austria, Germany and Portugal agreed to work on this together – David Jones agreed to assist. **Note:** *A statement was developed and adopted by the membership before the end of the meeting.*

4.3 Social Policy

Project: Social Impact of the Financial Crisis

Ian Johnston, executive committee member, and Siobhan Maclean, honorary secretary, gave a presentation on the project development to date.

The aim of the project is to develop a set of materials that can be used in each individual country. Action can then be taken in each country as best fits with the country context.

The materials which the executive would like to develop include:

- A statement
- A set of principles
- A toolkit for practitioners
- Snapshots from the questionnaire

The potential for a second stage of the project (depending on EU funds) was discussed. This would include detailed data analysis, a conference in Malta and the publication of the material developed as part of the project.

Germany commented that the questionnaire was very detailed and asked for a lot of detailed information. This means that the data gathered is difficult to analyse. However, it has enabled us to have a snapshot picture of the situation in a number of countries.

Some groupwork then took place looking at the outcomes of the project:

Group one contained members from: Denmark, Sweden, Croatia, Armenia, Germany, Lithuania and the UK.

This group had discussed if the report drafted in Dublin was a statement or principles. They felt it would be a useful document for the EU, Social Platform etc. It was more difficult to see it as relevant in the individual countries. It is important to draw some of the knowledge together. Stories about the consequences of the economic crisis would be very relevant. This should include stories about the impact on the poor etc and more positive stories about how people have made a difference in the situation. The group felt that a toolkit would be useful – but this should perhaps be developed at a National level – it is difficult to see how something that covers Europe can be used in a National context.

Group two contained members from: Kosova, Portugal, Albania, Turkey, Georgia and the UK.

This group fed back that the economic crisis was still having a very different impact in different countries. The countries with emerging associations felt that it would be useful to have regional networking facilitated by IFSW regional networks. Support with translation would be required for the use of materials in a number of countries – they questioned whether some of the possible EU funding could be used for this. They felt that a toolkit would need to be developed in a National context.

Group three had members from: Austria, Portugal, Spain, Belgium and Bulgaria.

This group fed back that there was confusion. Could the principles be used in conjunction with other materials? The group felt that social workers should be involved in policy discussions in individual countries. The group agreed on the principles document, although a discussion took place about how the principles could be used and where they should be shared.

Alternative groupwork took place working on the statement of principles to develop a group statement.

The two groups that discussed this provided written feedback to the Honorary Secretary, to be developed into a revised statement. The feedback

from these groups indicate that the issues are European wide. It was suggested that the overall vision of the group be “We Don’t Pay for Your Crisis.” **Note:** A statement was developed and adopted by the membership before the end of the meeting.

David Jones, immediate Past President of IFSW, said that we are facing a very significant financial crisis leading to a very significant social crisis. He feels that there is a great deal of anger about the crisis and we may be sitting on an explosion – leading to a great deal of conflict and crisis. He questions what is happening with this anger – or are people across Europe so depressed that little will actually happen?

Denmark said that it is important that we are clear that there are solutions and that we, as social workers, can make useful suggestions.

The UK said that they feel there has been significant progress in the world, and that while there is certainly a financial crisis, it should not be seen as a situation of apocalypse.

Nicolai Paulsen summarised the group discussions and advised that the executive would work on the further development of the project materials to reflect the feedback.

Council of Europe

Gabriele Stark-Angermeier gave a verbal report to add to the detailed report provided by Antonina Dashkina on her role within the Council of Europe. Gabriele reported that there has been a funding cut within the Council of Europe. This will have an impact on how the Council of Europe will consult with NGOs. Therefore the number of meetings and the number of commissions will be reduced. There is an ongoing debate about the role of the Council of Europe with more members joining the EU. Gabriele said that she and Antonina are yet to decide on whether Antonina will stand again for a position within the Council (as the positions have changed). Gabriele encouraged delegates to become involved in the Council of Europe support team.

Barbara Molderings said that she is representing IFSW Europe e.V. in the Council of Europe project looking at international professional competences. This project will lead to the publication of Guidance. Barbara feels that it is good that we have a presence in this project.

Commissioning of Social Work and Social Care Services

Richard Servian from the UK gave a presentation about changes within the UK on commissioning of services. Richard explained that venture capital companies are making a great deal of money from care services (buying up smaller organisations). These significant profits within the private sector are coming at the same time as major cuts are being made in the care sector. Richard raised the question about whether new regulations are required in

relation to the commissioning of services and ownership regulations. Richard believes that it is very important that social workers act as commissioners. The UK suggested that IFSW:

- Set an international qualifying standard for commissioners of social work services
- Encourage Quality Imperative for commissioning – independent of Government pressures
- Highlight bad practice in commissioning
- Collate information about commissioning and privatisation on a European wide basis.

The UK suggested that this issue is included in the work programme of IFSW Europe e.V. The President said that there are a number of links with the work programme – particularly the impact of the financial crisis.

Sweden said that they do not have so many multi-National companies in social care, but there are large private companies in schools and childcare services. One of the issues is that these large companies are often off shore based and so the tax which they should pay do not go into the countries where they are operating. This means that the taxes which should go towards supporting vulnerable people are not paid.

Romania said that this issue will be very significant in the future of Europe. There will be particular issues in Eastern Europe. They feel that this should be an issue for IFSW Europe e.V. to work on.

Turkey said that this is not an issue unique to the UK, it is a European wide issue. Turkey does not have the same length of history of the welfare state as the UK– however it expects to have similar venture capital issues in the future.

Denmark said that currently they do not have venture capital organisations engaged in social care services, but they anticipate that this may happen.

Austria said that there is a question about care provider organisations making profits.

Romania said that there is not a market economy in social care. Applying market forces leads to corruption. They also feel that the UK presentation links very much to procurement legislation within the EU.

The UK feel that this is a Global issue. We should harness the expertise in the Federation and see this as a key ideological issue.

Lithuania feel that this is a real ideological question – are we a citizen or a consumer?

David Jones said that this is a Global issue – driven by financial institutions. He said that there will be a policy statement on the duties of employers. This will add to the discussions around this area.

Belgium said that discussions on this area in the Social Platform are very important.

Switzerland said that this links very much to the discussions around the financial crisis. The two discussions should be linked. It is the same problem – what do we put first; people or profits? In Switzerland there are a number of private organisations involved in care provision – but they are very well monitored.

Armenia said that they have a unique situation in that private services are often viewed much more positively than state services which are seen as faceless.

Richard said that it was useful to him to hear that there are similar issues globally. He would very much like IFSW Europe e.V. to clarify the role of social workers in monitoring and regulating service provision.

The President, Nicolai Paulsen, said that the executive will try to bring the issues raised in these discussions into the work programme.

4.4 Professional development

The President gave some background to this issue. He said that the executive have worked on the development of a questionnaire about social work regulation. However, this has not yet been sent out – in recognition that we have asked for a great deal of information recently.

Ian Johnston explained that part of the executive's work on the development of the profession has been the development of a charter of rights. The idea of this is to support associations in looking at what are the main areas of concern for social workers – especially in protecting social workers from burnout. He explained that the executive have developed two drafts. The executive want members to look at the drafts of the charter of rights. Members need to send feedback to the executive.

The President, Nicolai Paulsen asked if any member organisations had been able to translate the booklet on the social work standards meeting human rights project. He also asked how it had been used and distributed.

- Armenia have translated the booklet and sent it to their Government.
- Austria have translated the booklet into German and it is used in German speaking schools of social work.
- Bulgaria have translated the booklet and distributed it to members.

- Croatia have translated and published the booklet.
- Turkey have translated the booklet.
- France said that it is difficult to translate a booklet of this size within an organisation of volunteers. They also feel that there can be problems in translation.

Gabriele Stark-Angermeier said that the project booklet has been distributed to Council of Europe members.

Qualifications Directive

The President said that the material relating to this had been circulated prior to the meeting. IFSW Europe e.V. feel that social workers should be included in the qualifications directive – he invited members to send any feedback to the executive.

National and European Campaigning on the identity and role of social work

The UK proposed a piece of work gathering information from all members on the work which has been done to recognise the role of social workers. The background of this is about how in England (particularly in adult services) there is an erosion of social work roles, and a number of non qualified social workers are engaged in tasks that would previously have been only for qualified social workers. BASW put a Bill to the UK Parliament which included recognising the IFSW definition of social work and the ethical statement. BASW may well become a College of Social Work – it may then be a much larger organisation.

Denmark said that it would be interested in sharing how it does this in its country. However, it does not feel that a European wide campaign would be useful.

Lithuania said that this issue is very relevant in the Lithuanian context – since professionalisation of social work is very new in Lithuania. The Parliament in Lithuania have accepted that non qualified social workers are allowed until 2013.

Germany found it interesting that BASW is looking at the development of a College of Social Work. Germany agree that all members work on professional identity well. Germany feel that it would be useful if each country could provide a half page or so about the main work of their organisation.

Georgia said that this was very relevant in their context. GASW were able to get social workers regulated in Georgia. However, de-regulation is proposed by the Government. GASW provide ongoing training for social workers and the Government has agreed that everyone who is employed as a social worker needs to attend this training.

Bulgaria said that regulation is a very sensitive issue in their context. They would like to be involved in developing campaigning tools for social work.

Armenia said that this is also an issue for them.

David Jones said that there is an issue in Hungary – he received an email from the Hungarian Association, asking for support. A significant number of social workers have been sacked in Hungary – there are political changes which are impacting on social work. They will need support from colleagues in Europe.

Portugal said that there have been issues in their country – regulation has been on the Association's agenda for many years. They were able to take the case for regulation to their Parliament and it was well received. The political parties said that they would support the regulation of social work, but there are now other priorities for the Government in Portugal.

The President said that the feedback on the proposals from the UK demonstrate that there are many countries where a working group on this issue would be welcomed.

The UK said that they were pleased with the responses to their proposal. They invited people who would be interested in sharing their experiences to meet informally at the close of the meeting.

4.5 Organisational development

Cristina Martins, executive committee member, gave a presentation on communication. She explained that she and Siobhan Maclean, Honorary Secretary, have specific responsibility for communication within the executive. She said that the executive are trying to improve communication within the executive, with members and between members.

The President, Nicolai Paulsen, encouraged all members to continue to communicate with the executive – either through their named link person or through the Honorary Secretary. Nicolai also gave an update on the application from the two members in Serbia. A challenging warm meeting was held with the two organisations in Serbia. It was agreed that they would develop a coordinating body. It is therefore hoped that Serbia will soon become a member of IFSW Europe e.V. The UK recorded thanks to Cristina and Nicolai for addressing the difficult issue of Serbian membership.

The UK said they have had contact with a social worker in Latvia. They would like this contact to be followed up by the executive. The President said that this contact will be followed up.

Croatia said that they have contact with Macedonia. A new organisation in Macedonia asked for funding support to attend the financial crisis workshop. However they were not members and so no financial support was offered. The President explained that financial support cannot be offered to non

	<p>members.</p> <p>A number of other countries have expressed an interest in becoming members including Albania and Moldova.</p> <p><u>Capacity Building</u></p> <p>The President said that capacity is always an issue for the executive. Therefore the executive would like to add to the work programme the involvement of volunteers. The President said there are some particular areas where we would like to improve – the European Social Worker (newsletter), funding and the work with making further links within Brussels.</p> <p>The President said that the executive have also considered whether it would be appropriate to develop an internship.</p> <p>The executive have also proposed to involve the first deputy in the work of the executive for the coming year.</p> <p>Denmark said that they feel it is a very good idea to look into increasing capacity within the organisation. They like the idea of an internship which could be located either in Brussels or with the Global secretariat.</p> <p>Austria said that since we are now a legal body we should be looking for international tenders and increasing capacity is very important in relation to this.</p> <p>Barbara Molderings said that it is difficult to make European funding claims. Member organisations need to alert the executive to any funding opportunities.</p> <p>The UK said that they would be able to offer some capacity from within their organisation to support the development of lobbying within the EU.</p>
<p>5.</p>	<p>Report from the IFSW President and Secretariat (IFSW Global)</p> <p>The Global President, Gary Bailey, gave a presentation. He said he has found attending the European Delegates Meeting very interesting. He has heard common themes in a number of the discussions – there are many common issues in the US and Globally.</p> <p>A number of new areas of work have opened up within the Federation since Hong Kong – specifically looking at membership development, language Committee, Secretary General search process, continuing work on the agenda process.</p> <p>Gary Bailey said that there have been a number of applicants for the Secretary General position and this process is now nearing completion.</p>

Since the General Meeting in Hong Kong there has been a positive development in relation to the agenda process. The second consultation document has now been sent out. The four key themes coming from the agenda process are:

- Social and economic inequalities within countries and between regions
- Dignity and worth of the person (s)
- Environmental sustainability
- Importance of human relationships

Continual updates on the agenda are available on the website – www.globalsocialagenda.org

The next Global Conference will be in Stockholm from 9-12 July 2012.

The completed agenda will be presented on the Social Work Day at the UN 2012.

Global have sent out a questionnaire to members to ask for feedback about language needs.

IFSW Global is continuing to develop external links. It is improving its work with the UN and has a number of new representatives.

Rene Schegg gave some feedback on a research project supported by BASW and the University of Aston.

Gary Bailey said that there is a great deal of work going on around policy statements. He is specifically trying to link policy statements to the work he does – trying to get policy statements out into the public domain.

Gary Bailey said that work is currently ongoing in relation to the payment of fees and membership benefits. Denmark commented that the Nordic countries have supported some Countries who have not been able to pay their fees. Gary thanked the Associations for this. He also acknowledged the fact that BASW have offered to support organisations who need support with fee payment. The Global level are looking at how they can best link countries who wish to sponsor members.

Austria said that they were very shocked to find that one of the largest members of the Federation (Denmark) left. They asked what work is taking place to encourage members to stay – and how will the missing fees be made up?

Gary said that work is taking place with Associations which have left to look at how links can be maintained and work is taking place looking at the offset of fees. Rene said that the feedback from the accountants about making up the fee losses has been very positive to date.

	<p>6. Consideration and amendments to the articles and bylaws of IFSW Europe</p> <p><u>6.1 Amendments to the articles</u></p> <p>No amendments were proposed.</p> <p><u>6.2 Amendments to the Bylaws</u></p> <p>No amendments were proposed.</p> <p><u>6.3 To consider any proposals for amendments to be voted on in 2012</u></p> <p>Austria asked whether the executive should consider including the involvement of deputies in the executive committee in the ByLaws. The President said that the executive committee would consider this.</p>
	<p>7. European Conferences</p> <p><u>ENSACT 2011</u></p> <p>The President gave feedback. The ambitions were that there would be 1,000 participants. However, there are only 700 people expected. There will be some evaluation on this – it may be that it is an aspect of the financial crisis.</p> <p>As Human Rights Representative, Graca Andre informed delegates about the pre-conference on ethics and human rights.</p> <p>Romania asked the President for feedback on how IFSW Europe e.V. has been involved in the preparation of the Conference. The President explained that IFSW has been a partner at all levels. There are more abstracts from practitioners this year than before and the President expects to see even more practitioner presence in 2013.</p> <p>Austria proposed that IFSW Europe e.V. should alternate conferences – so that one time there is a link with ENSACT, and the next is an IFSW Conference. This will necessitate a four year planning programme.</p> <p>Belgium agreed with Austria and offered to assist in conference planning.</p> <p>Switzerland feel that the joint conferences should be maintained although it would be useful to have a separate day for IFSW only.</p> <p>Romania said that they would question if the aims of co-operating with ENSACT was to raise profile and to perhaps make a profit. This needs to be evaluated. The President said that the executive would add to the work programme and ensure that this is evaluated following the Brussels Conference and discussed at the Delegates Meeting in 2012.</p>

	<p>Austria asked if we know how many of the 700 participants are from IFSW – the President said it is not totally clear but it appears that about 120 are from IFSW.</p> <p><u>ENSACT 2013</u></p> <p>This will be in Istanbul, Turkey. It has been agreed that there will be a three day Conference, but one day will be specific for each organisation. This means that the programme for the second day will be devised by IFSW. Turkey advised that they will need more participants. It will be particularly important to consider the fee, particularly for local social workers. The dates are fixed as 23-26 April 2013. The venue will be the largest hotel in Istanbul.</p>
<p>8.</p>	<p>8. Consideration of any other proposals</p> <p><u>8.1 Statements</u></p> <p>During the Delegates Meeting, two statements were tabled and developed further:</p> <ul style="list-style-type: none"> a) The statement of principles on the social impact of the economic crisis. b) Statement on human rights and social work. <p>The Statements were adopted by the meeting and it was agreed that the executive will promote these during coming months.</p> <p><u>8.2 Delegates Meeting 2012</u></p> <p>Armenia have offered to host the Delegates Meeting 2012. The President said that the executive have some concerns about this possibility. Most people will require a visa. Flight prices are high and flights are not frequent. The executive are therefore concerned about costs and participation. The President said that the executive have discussed this with Armenia and have looked at how Armenia can be supported by IFSW Europe e.V. to raise the profile of social work in their country.</p> <p>The UK said they understand the concerns of the executive, but they feel that some of the more wealthy organisations should consider providing sponsorship to support Armenia to host the Delegates Meeting.</p> <p>A vote was taken by the meeting and it was agreed that the next Delegates Meeting will be in Armenia. The Armenian Association will work closely with the Honorary Secretary to ensure that visas are organised.</p> <p><u>8.3 Other proposals</u> – there were no other proposals.</p>

<p>9.</p>	<p>Final Adoption of the work programme 2011-2012</p> <p>The President said that the executive have worked on the final development of the proposed work programme. Based on the discussions at the Delegates Meeting the original draft which was circulated prior to the meeting has been amended. The President then presented the work programme to delegates.</p> <p>The changes which were made were discussed and agreed with the parties that raised the issues.</p> <p>Significant discussion took place about the regulation of social work and legislation in the various countries. Romania suggested that there should be lobbying to the EU about the need for a directive about the regulation of the profession. It was agreed that this should be added to the work programme.</p> <p>The President asked if the work programme could be adopted.</p> <p><i>Proposed: Bulgaria</i> <i>Seconded: Denmark</i> <i>Carried unanimously.</i></p> <p>Germany asked if the amended work programme could be sent out quickly. It was agreed that the Honorary Secretary would ensure that the amended programme is distributed and placed on the website.</p>
<p>10.</p>	<p>Approval of the annual accounts and the report of the auditors</p> <p><u>10.1 Report from the Honorary Treasurer, including the accounts for 2010</u></p> <p>Barbara Molderings, Honorary Treasurer, reported that some members have now paid outstanding fees – so the budgeted shortfall is not as significant as was previously thought.</p> <p>Barbara referred to the financial reports which had been circulated prior to the meeting.</p> <p>The President asked if the financial report and the accounts for 2010 could be approved:</p> <p><i>Proposed: Germany</i> <i>Seconded: Turkey</i> <i>Carried unanimously</i></p> <p><u>10.2 Report from the auditor</u></p> <p>The President asked if the auditors report could be accepted.</p>

	<p><i>Proposed: Armenia</i> <i>Seconded: Ireland</i> <i>Carried unanimously</i></p>
<p>11.</p>	<p>Ratification of the general and financial policies of IFSW Europe e.V.</p> <p><u>11.1 Decision on the annual membership dues (regional fees)</u></p> <p>Barbara Molderings, Honorary Treasurer, said that the executive recommend that the fees remain the same as previous years.</p> <p><i>Proposed: Austria</i> <i>Seconded: Romania</i> <i>Carried unanimously</i></p> <p><u>11.2 Review of activities and accounts of IFSW Europe e.V</u></p> <p>Barbara Molderings presented the budget for 2011. Funding has been received from the Global level to support the project. However, there is still a deficit expected.</p> <p>The budget for 2012 has been planned carefully as there is less surplus. However, it is expected that the budget will remain healthy for a few more years, before we have to reduce costs in general or to raise income.</p> <p>The President asked if the planned budgets can be approved.</p> <p><i>Proposed: Georgia</i> <i>Seconded: Portugal</i> <i>Carried unanimously</i></p> <p><u>11.3 Appointment of independent auditor</u></p> <p>The executive committee suggested that the same auditor be appointed:</p> <p>ALPHA Concept Wilhelmstr. 147a D – 42489 Wuelfrath</p> <p>The Honorary Treasurer asked if the auditors could be appointed.</p> <p><i>Proposed: Spain</i> <i>Seconded: France</i> <i>Carried unanimously</i></p> <p><u>Global Membership Fees</u></p> <p>Gabriele Stark-Angermeier and Ulrik Frederiksen gave an update on their involvement in the review of the Global fee review. They said that the</p>

	<p>discussions have not moved as quickly as they would like. They would like feedback from members if there is anything they would like them to raise at the Global level. They will be engaging in discussion with the IFSW Europe executive to ensure that they are promoting the view of the European executive. They hope to be able to meet with the European executive in the Autumn.</p>
<p>12. Elections</p>	<p>The President invited the elections officer, John Brennan to lead on this agenda item. John explained that there are five nominations for the executive committee. The people nominated were given the opportunity to give a brief presentation.</p> <p>The election then took place. Votes were as follows:</p> <p>Hakan Acar (Turkey) 8 Ilan Johnston (UK) 9 Klaus Kuehne (Switzerland) 9 Maria Moritz (Austria) 14 Annica Skoglund(Sweden) 8</p> <p>The elections officer therefore announced that Maria Moritz was appointed to the executive committee. A second vote was held to decide upon the second executive member and the first deputy. As follows:</p> <p>Ilan Johnston (UK) 17 Klaus Kuehne (Switzerland) 7</p> <p>Therefore Ilan Johnston was elected as executive member and Klaus Kuehne was elected as first deputy.</p> <p>And a second vote was taken to decide upon the second deputy, as follows:</p> <p>Annica Skoglund (Sweden) 12 Hakan Acar (Turkey)12</p> <p>Following advice from the Parliamentarian a third vote was held to decide on the second deputy, as follows:</p> <p>Annica Skoglund (Sweden) 12 Hakan Acar (Turkey) 12</p> <p>The Parliamentarian suggested that a fourth vote was necessary. However, this was challenged by the President, as no countries announced that they would change their voting position, by which the result was expected to continue to be 12-12. The Statutes state that the meeting is run in lines with the Global ByLaws. It was proposed that the second deputy was identified by the advice of a public draw:</p>

	<p><i>Proposed: Ireland</i> <i>Seconded: Austria</i> <i>Carried with three abstentions.</i></p> <p>A public draw was performed, and the Delegates Meeting appointed Annica Skoglund as second deputy member.</p> <p>The President offered congratulations and thanks to those elected to the executive.</p>
<p>13.</p>	<p>Appointment of external and internal representatives of IFSW Europe e.V</p> <p>22.1 <u>Representative of IFSW Europe to Council of Europe and a support team for the appointed person</u></p> <p>There was one nomination from Germany for Gabriele Stark-Angermeier. Gabriele was appointed.</p> <p>22.2 <u>An IFSW European Contact Person to the Global Human Rights Commission</u></p> <p>There was one nomination from Portugal for Graca Andre. Graca was appointed.</p> <p>22.3 <u>An IFSW European contact person to the Global expert group on ethics</u></p> <p>There were no nominations. It was therefore agreed that this would be left for the executive committee to cover.</p> <p>22.4 <u>IFSW Europe Election Officer</u></p> <p>There was one nomination from Ireland for John Brennan. John was appointed.</p>
<p>14.</p>	<p>Any other business</p> <p><u>Feedback / Request from Hungary</u></p> <p>Hungary have reported an extreme situation with a politically dangerous climate in their country. There are many personal risks for social workers in Hungary. The meeting noted the concerns in Hungary. The Hungarian Association is arranging a Conference. David Jones encouraged members to attend the conference to express solidarity with the Hungarian social workers. Information will be sent out to members by the executive committee.</p>

The meeting noted the situation in Hungary and expressed its solidarity with the Hungarian social workers. Ian Johnston, as the executive committee link person with Hungary, will maintain links with Hungary.

Romanian Conference

Romania are organising a National Conference in Romania with International Participation. The topic of the conference is "Maximum Results with Minimum Resources". Romania invited all delegates to attend the Conference.

Changing Executive

The President said that as the executive changes it is important to recognise those who are leaving the executive. He expressed his thanks to Tatjana Katkic Stanic. Tatjana thanked the delegates present for the opportunity to serve IFSW Europe e.V. She reported on her positive experiences within the executive.

The President reflected on the meeting which was very positive. In the coming months he agreed that the executive will work with the German Association to ensure that the ByLaws are in line so that election difficulties are not repeated.

The President recorded the thanks of the executive to the Honorary Secretary.

There being no other business the President formally closed the meeting at 13.27hrs

Klaus Kuehne expressed the thanks of delegates present to the executive committee.

Nicolai Paulsen
President
IFSW Europe e.V

Siobhan Maclean
Honorary Secretary
IFSW Europe e.V
(Minute Taker)