

The law seeking for the establishment of the Nigerian Council for Social Work to regulate the profession in Nigeria was passed in to law by the Parliament in 2018. The president declined Assent to the bill but requested for further clarifications on the scope of Social work in Nigeria. The bill is back to the Parliament for further legislative actions.

The professionalization of Social Worker's project is being supported by the Federal Ministry of women affairs and social development and Unicef Nigeria. Other information in the questionnaire as sent in December 2018 remains the same.

{1} CONSTITUTION OF NIGERIA ASSOCIATION OF SOCIAL WORKERS

ARTICLE 1: PREAMBLE

- 1.1 We, the Social Workers in Nigeria, having seen the need to enthrone an excellent professional practice in Nigeria.
- 1.2 Aware of the high incidences of social problems such as crime, gangsterism, delinquency, poverty, unemployment, destitution, drug abuse and neglect, abnormal sexual behaviour and prostitution, mental illness, ethnic and racial conflict, community disorganization or conflict, violence, population displacement and population crisis, human right abuses, environmental degradation, etc.
- 1.3 Aware that these growing social problems have tended to defy the traditional African hospitality and treatment methods and has consequently caused deleterious effects on our society and development generally.
- 1.4 Aware that the new challenges must be met by professional social workers equipped with modern scientific knowledge, techniques, principles and skills of dealing with them.
- 1.5 Aware that there are persons who receive training and now possess such knowledge, techniques, principles and skills who are working with governmental and non-governmental agencies or are self employed;
- 1.6 Desirous of the fact that the coming together of these persons can enhance the quality and quantity of service they provide;
- 1.7 Do hereby come together as a united body and with one goal to form this association and to give to ourselves this constitution;

ARTICLE 2: THE NAME

That this body of professionals shall be known and addressed as "The Nigeria Association of Social Workers" (NASoW).

2.1 CORPORATE STATUS

The Association shall operate as a professional body to be known and registered as a non profit, non-partisan, non-religious, non-sectoral and non-governmental organization that will engage in a variety of activities that shall include; social research, seminars, workshops, conferences, advocacy, rallies and lobbying for the promotion of professional social work training and social work practice in Nigeria.

2.2 CORPORATE ADDRESS:

Federal Ministry of Women Affairs and Social Development,
Abuja

2.3 MOTTO AND ACRONYM:

The motto of the Association shall be "Service to Humanity" and her acronym shall be "NASoW".

ARTICLE 3: AREA OF AUTHORITY

That in line with its objectives, the Association shall function at National, State and Local Government levels as well as providing professional services to individuals, groups and communities in all the states of Nigeria.

ARTICLE 4: THE MAIN OBJECTIVES

The main objective of the Association shall be to provide: forum where professionals and scholars working with government and non-governmental organizations or those who are self-employed and are working in areas directly concerned with the solutions of social problems listed in 1.2 above shall come together and device ways and means of promoting the quality and quantity of the services they provide.

ARTICLE 5: SPECIFIC OBJECTIVES AND PROGRAMMES

The Association shall be a medium through which the following specific objectives shall be vigorously pursued and achieved.

- 5.1 To set up standards, norms and values of professional practice of social work in Nigeria and to ensure that members uphold and regulate the code of ethics.
- 5.2 To undertake interdisciplinary (i.e. psychological, sociological, anthropological and historical) studies of the various social problems affecting the Nigerian society and to design and implement programmes that would resolve those problems.
- 5.3 To undertake projects for the purpose of reducing or eradicating social problems in Nigeria and to serve as a resource Association and to provide professional advice to private and public agencies involved in the solution of social problems.
- 5.4 To work with government and other non-governmental organisations working on the solutions of social problems.
- 5.5 To organize training workshops, hold seminars and conferences and to prepare or edit and publish/print books, journals, bulletins, newsletters, pamphlets and memoranda on social problems and to undertake public enlightenment for the purpose of promoting Social Work practice in Nigeria.
- 5.6 To serve as an umbrella organization for the protection of the general interest of all social workers in Nigeria.
- 5.7 To have the responsibility of recommending and negotiating with all employers of social workers, the wages/salaries and better working conditions that will enhance professional competence for social work practice in Nigeria.
- 5.8 To provide scholarship allowances and prizes to social work students for the purpose of promoting qualitative social work education in Nigeria.
- 5.9 To award prizes for excellence in social work practice in Nigeria.
- 5.10 To serve as a think-tank and to monitor and evaluate projects that are aimed at solving social problems in Nigeria.
- 5.11 To develop service programmes that will promote capacity building and sustainability of programmes for solving social problems in Nigeria.
- 5.12 Promoting of professional social work training and occupation for social workers.

- 5.13 To maintain a register of professionals and exclude non-registered from social work practice in Nigeria.
- 5.14 To raise and manage funds for the execution of the programmes of this Association.
- 5.15 The Association shall function to achieve all her aims and objectives as stipulated in this constitution as well as those that may be delegated to her by the governments and other non-governmental organizations with similar interests.

ARTICLE 6: MEMBERSHIP

- 6.1 Membership of the Association shall be open to all individuals who have acquired relevant social work training experience.
- 6.2 Membership can be obtained by application and invitation

6.3 TYPES OF MEMBERSHIP

There shall be six types of membership:

- (i) Full membership
- (ii) Associate membership
- (iii) Affiliate membership
- (iv) Patrons
- (v) Student membership
- (vi) Extra-ordinary membership

6.3.1 FULL MEMBERSHIP

Full members shall be those who possess minimum of B.Sc, Diploma or Certificate in Social Work/Development.

6.3.2 ASSOCIATE MEMBERSHIP

Associate members shall be made up of those who hold similar objectives with that of the Association and can contribute towards the achievement of the objectives and other individuals currently practicing social work but hold Degrees or other qualifications other than those in Article 6.3.1.

6.3.3 AFFILIATE MEMBERSHIP

They shall be made up of groups of persons, institutions, etc that hold similar objectives with those of the Association.

6.3.4. PATRONS

They shall be persons invited by the General Assembly on the basis of their social status, experience, integrity and expertise and can enhance the image and objectives of the Association.

6.3.5 STUDENT MEMBERSHIP

This shall be made up of Social Work students of higher institutions.

6.3.6 EXTRA-ORDINARY MEMBERHSIP

Directors of Social Work components are extra-ordinary members. The Federal directors of all the components of Social Development shall from time to time nominate any of their staff to attend any of the Association's meetings or functions as a special observer.

6.4 REGISTRATION OF MEMBERS

- (i) Full members shall register with the Association at the State Chapters with the sum of N2,000.00 (Two Thousand Naira only) per member. The sum of N1,500.00 (One Thousand, Five Hundred Naira only) shall be remitted to the National Headquarters.
- (ii) Associate members shall registered with the Association with the sum of N2,000.00 (Two Thousand Naira only) per member. The sum of N1,500.00 (One Thousand, Five Hundred Naira only) shall be remitted to the National Headquarters.
- (iii) Affiliate members shall be registered with the sum of N1,000.00 (One Thousand Naira only) per member. The sum of N600.00 (Six Hundred Naira only) shall be remitted to the National Headquarters.
- (iv) Student members shall be registered with sum of N1,000.00 (One Thousand Naira only) per member. The sum of N600.00 (Six Hundred Naira only) shall be remitted to the National Headquarters.

6.4.1 ANNUAL DUES

- (a) Every state chapter shall determine the rate of payment of monthly dues of members; and
- (b) The sum of ₦20,000.00 (Twenty Thousand Naira only) shall be remitted by each State Chapter as dues to the National Headquarters annually.
- (c) State that have been defaulting in the payment of financial dues and have been absent from meetings shall be deemed to be non-viable.
- (d) Individuals who come from non-viable States shall pay an annual due of N2,000 to the National Headquarters. Such a member shall be regarded to be active.

6.4.2 AMENDMENT TO FEES/DUES

The National Council is empowered to increase contributions, registration fees and dues of members subject to the approval of the General Assembly.

ARTICLE 7: CONSTITUTION

- 7.1 This document as it may from time to time be amended shall be known as the "Constitution of the Nigeria Association of Social Workers".
- 7.2 No new rule shall be made or any rule altered, amended or rescinded unless agreed to by a simple majority vote in a secret ballot at the General Assembly of the Association.
- 7.3 Any member shall have the right to initiate action in connection with any breach of the provisions of the Constitution.
- 7.4 Subject to the supremacy of this Constitution, any Chapter has the power to make supplementary rules for the smooth conduct of internal affairs. This shall be submitted to the Secretary General for the attention of the National Executive Council.
- 7.5 Any supplementary rule which is inconsistent with the provisions of this constitution shall be regarded as null and void and of no effect whatsoever.
- 7.6 To ensure effective administrative convenience and link between the State and National Secretariat, there shall be established in the country 6 Vice

Presidents namely, South-West, South-South, South-East, North-East, North-West and North-Central.

ARTICLE 8: ORGANS OF THE ASSOCIATION

- 8.1 The Association shall be made of:
- (i) General Assembly
 - (ii) The National Council
 - (iii) The National Executive Council
 - (iv) The Board of Trustees
 - (v) The State/FCT/Federal Council
- 8.2 The State/Federal Capital Territory/Federal Chapter shall have the same structure as is being operated at the National level.

ARTICLE 9: THE GENERAL ASSEMBLY

- 9.1 All members of the Association shall constitute members of the General Assembly and shall attend all Annual General Meetings of the Association
- 9.2 The General Assembly shall hold her annual general meeting during the last quarter of the year.
- 9.3 The General Secretary upon the approval of the Executive Council shall summon extra-ordinary emergency meetings of the General Assembly.
- 9.4 The President, the Deputy President or the six (6) Vice Presidents and the General Secretary or the Assistant General Secretary with not less than two third ($\frac{2}{3}$) of the Executives and twelve (12) States of the Federation shall form the quorum of the meeting of the General Assembly.
- 9.5 The meeting of the General Assembly shall have powers to deliberate over all matters affecting the Association and to direct the Executive Council on appropriate measures.
- 9.6 The President shall preside over the meetings of the General Assembly. In his/her absence the Deputy President or any of the Vice Presidents shall take charge of the meetings of the General Assembly.

- 9.7 The General Assembly shall make rules from time to time for the proper conduct of her meetings.

ARTICLE 10: THE NATIONAL COUNCIL

- 10.1 There shall be a National Council of the Association whose composition shall be the National Executive Council, chairmen and Secretaries of all the state Chapters, including the Federal Capital Territory and Federal chapters.
- 10.2 The National Council shall meet once or twice yearly to review all the activities and programmes of the Association for presentation to the General Assembly.

ARTICLE 11: THE NATIONAL EXECUTIVE COUNCIL

There shall be National Executive Council which shall serve as the Administrative organ of the Association.

11.1 The National Executive Council shall comprise:

- (a) President
- (b) Deputy President
- (c) Six (6) Vice Presidents
- (d) General Secretary
- (e) Assistant General Secretary
- (f) Treasurer
- (g) Financial Secretary
- (h) Public Relations Officers (Publicity)
- (i) Editor-In-Chief
- (j) National Welfare Officer
- (k) Internal Auditor
- (l) Ex-officio member
- (m) Programme Officer
- (n) Legal Adviser
- (o) The President of Nigeria Association of Social Work educators and President, Association of Medical Social Workers of Nigeria (AMSWON)

11.2 THE POWERS OF NATIONAL EXECUTIVE COUNCIL

- 11.2.1 The National Executive Council shall have powers to implement

policies, manage and direct the affairs of the Association on daily basis

- 11.2.2 The National Executive Council shall have the powers to implement policies and guidelines as laid down by the General Assembly
- 11.2.3 The National Executive Council shall have the sole responsibility to make appointments and take decisions on personnel matters.
- 11.2.4 The National Executive Council shall create committees and groups and employ the services of researchers/consultants for the purpose of achieving the objectives of the Association.
- 11.2.5 The National Executive Council shall hold Executive council Meetings twice or quarterly basis and/or on such periods that would facilitate the smooth running of the affairs of the Association.
- 11.2.6 The quorum of the National Executive Council meeting shall be made up of two third ($\frac{2}{3}$) of the entire Executives. The National President, Deputy or any of the Vice Presidents shall preside.
- 11.2.7 The National Executive Council shall make rules for the proper conduct of her meeting.

ARTICLE 12: STATE/FCT/FEDERAL EXECUTIVE COUNCIL

12.1 The Council shall comprise:-

- (a) Chairman
- (b) Vice Chairman
- (c) Secretary
- (d) Assistant Secretary
- (e) Treasurer
- (f) Welfare Officer
- (g) Protocol Officer
- (h) Financial Secretary
- (i) Auditor
- (j) Programme Officer
- (k) Legal Adviser

12.2 The State Executive Council shall perform same functions as National Executive Council.

ARTICLE 13: THE BOARD OF TRUSTEES

13.1 The National Executive council shall nominate members of the Board of Trustees to be ratified by the General Assembly. A trustee shall be any distinguished Nigerian with proven interest in the objectives of the Association.

13.2 The Board of Trustees shall comprise six nominated members, one from each of the geo-political zones of Nigeria. The Board of Trustees shall include the President and the General Secretary of the Association as ex-officio members.

13.3 The Board of Trustees shall be known as "The Registered Trustees of the Nigeria Association of Social Workers".

13.4 The Trustees shall hold office for a term of four years and may be re-nominated for another term.

13.5 A Trustee shall cease to hold office on the following account:

13.5.1 When he/she resigns from office or ceases to be interested in the objectives/activities of the Association.

13.5.2 When he/she becomes a person of an unsound mind or suffers ill-health that is incompatible with normal discharge of Trustee functions.

13.5.3 When he/she is convicted of a criminal offence.

13.5.4 When he/she is involved in conflicts or corrupt practices that would dent the image of the Association and affect its activities.

13.5.5 He/she ceases to be resident in Nigeria.

13.5.6 He/she is recommended for removal from office by a two-third majority of the Executive Council and is ratified by a simple majority of General Assembly of the Association.

13.5.7 Where a vacancy occurs on the Board of Trustees following the above process, the Executive Council shall nominate a member to be ratified by the General Assembly who will complete the tenure.

13.6 **THE POWERS OF THE BOARD OF TRUSTEES**

13.6.1 The Board of Trustees shall carry out all other functions in pursuit of the objectives of the Executive Council or the General Assembly

- 13.6.2 The Board of Trustees shall have powers to sale, mortgage, charge, lease or acquire property on behalf of the Association as stipulated under the companies and Allied Matters Decree or as directed by the General Assembly.
- 13.6.3 The Board of Trustees shall have a common seal that shall be applied on all official documents as is required by law.
- 13.6.4 The seal shall be kept in the custody of the General Secretary of the Association who shall also keep record of all the documents to which the seal is applied.

ARTICLE 14: FUNCTIONS OF THE ELECTED OFFICERS

14.1 THE PRESIDENT:

- 14.1.1 Shall be the Chief Executive of the Association and direct the running of the daily affairs of the Association.
- 14.1.2 Shall preside over all the meetings of the Association.
- 14.1.3 Shall summon both the Executive and General Meetings of the Association through the General Secretary.
- 14.1.4 Shall co-ordinate all the activities of the Association and motivate and direct all members generally towards the achievements of aims and objectives of the Association.
- 14.1.5 Shall be a signatory 'A' to the Bank Accounts of the Association.
- 14.1.6 Shall perform any other duties as may be assigned to his/her office by the General Assembly.

14.2 THE DEPUTY PRESIDENT

- 14.2.1 Shall serve as the Deputy President
- 14.2.2 Shall assume office of the President in his/her absence.
- 14.2.3 Perform any other duties as may be assigned to his/her office by the President

14.3 National Vice Presidents

- 14.3.1 Shall serve both as the coordinators of all 6 geo-political Zones of the Federation.
- 14.3.2 Shall coordinate all activities of the Association in the States under his/her jurisdiction.
- 14.3.3 Perform any other duties as may be assigned to his/her office by the President or the General Assembly.

THE GENERAL SECRETARY

- 14.3.4 The General Secretary shall be the chief Administrative Officer of the Association
- 14.4.2 Shall serve as the Secretary of the Board of Trustees
- 14.4.3 Shall take charge of and supervise the day to day running of the Secretariat.
- 14.4.4 Shall take and keep minutes of the proceedings of all the meetings of the Association.
- 14.4.5 Shall undertake correspondence duties for the Association.
- 14.4.6 Shall summon all the meetings of the Association at the instance of the President or the Chairman of the Board of Trustees
- 14.4.7 Shall serve as a signatory 'B' to the Bank Account of the Association.
- 14.4.8 Look into the welfare of employed secretariat staff.
- 14.4.9 Perform any other duties for the Association as may be directed by the President, the Board of Trustees and the General Assembly.

14.5 THE ASSISTANT GENERAL SECRETARY

- 14.5.1 Shall serve as the Assistant General Secretary of the Association
- 14.5.2 Shall assist the General Secretary in carrying out his/her responsibilities.
- 14.5.3 Shall deputize for the General Secretary in all his/her responsibilities.

14.5.4 Shall perform any other functions as may be assigned to him/her office by the President and/or the General Secretary.

14.6 TREASURER

14.6.1 Shall receive from the Financial Secretary all monies due to the Association and shall deposit same in the Association's Bank Account within 48 hours.

14.6.2 Shall take inventory of all the Association's properties and ensure their maintenance.

14.6.3 Shall be a signatory 'C' to the Association's Bank Account.

14.6.4 Shall perform any other duties as may be assigned to him/her by the President, the Board of Trustees and the General Assembly

14.7 THE FINANCIAL SECRETARY

14.7.1 Shall serve as the financial Secretary of the Association

14.7.2 Shall collect and keep records of all monies due to the Association and submit same to the Treasurer within 24 hours.

14.7.3 Shall raise vouchers which shall be subject to the approval of the President or the Executive Council.

14.7.4 Shall perform any other functions as may be assigned to him/her by the President or the General Secretary and the Treasurer

14.8 PUBLIC RELATIONS OFFICER

14.8.1 Shall be in charge of protocol

14.8.2 Shall be in charge of media coverage of NASoW activities

14.8.3 Shall facilitate cordial link with other organizations

14.8.4 Shall perform any other function assigned to him/her by the President or the General Assembly

14.8.5 Shall be a member of the Editorial Board

14.9 THE EDITOR-IN-CHIEF

14.9.1 Shall carry out the processes of editing and publishing of all the academic materials of the Association.

14.9.2 Shall constitute an Editorial Board to be approved by the General Assembly

14.9.3 Shall initiate and source for funds for the publication of all the academic materials of the Association

14.9.4 Shall perform other functions assigned to his/her office by the President or the General Assembly

14.10 WELFARE OFFICER

14.10.1 Shall have the responsibility of arranging for accommodation and feeding of members during NASoW functions

14.10.2 Look into the Welfare of members of the Association.

14.10.3 Shall perform any other functions assigned to his/her office by the President or the General Assembly

14.11 INTERNAL AUDITOR

14.11.1 Shall audit the accounts of the Association twice annually and report to the National Executive Council

14.11.2 Shall perform any other functions assigned to his/her office by the President or the General Assembly

14.12 PROGRAMME OFFICER

14.12.1 Shall serve as Project administrator

14.12.2 Shall coordinate and monitor activities of Non-Governmental Organisations in the country and report to the President.

- 14.12.3 Shall supervise and coordinate all projects and activities of the Association and report progress on them to the President and any other bodies recognized by the Association.
- 14.12.4 Shall perform any other functions assigned to his/her office by the President or the General Assembly.

ARTICLE 15: TENURE OF THE NATIONAL EXECUTIVE MEMBERS

- 15.1 The members of the National Executive Council shall be elected by a simple majority of the General Assembly
- 15.2 The Tenure of the National Executive Council shall be for four (4) years and may be re-elected for a second term only
- 15.3 A member of the National Executive Council shall cease to hold office if he/she:
 - 15.3.1 Resigns from office or membership of the Association;
 - 15.3.2 If convicted of a criminal offence by a court of law or is found guilty of an offence by a judicial commission.
 - 15.3.3 Suffers ill-health and becomes incapacitated in carrying out the normal functions of his/her office.

ARTICLE 16: DISSOLUTION OF THE NATIONAL/STATE/FCT/FEDERAL EXECUTIVE COUNCIL

- 16.1 The National/State/FCT/Federal Executive Council shall be dissolved at the General Assembly and new members shall be elected by the Conference-in-session. Members of the National/State/FCT/ Federal Executive Council may be removed from office only by resolution adopted by two-third majority of registered members present at the meeting.
- 16.2 Where the National or State/FCT/Federal Executive Council is dissolved due to internal crisis, lack of performance and a vote of no-confidence is passed, a caretaker committee shall be elected to run the affairs of the Association until the next Annual General Meeting/Conference.
- 16.3 No officer or member shall be entitled to take part in any discussion or to vote on any matter in which he/she is personally affected.

ARTICLE 17: QUORUM

- 17.1 The required quorum in respect of the various organs of the Association shall be registered members present reflecting at least twelve (12) states from four geo-political zones of the country.
- 17.2** The quorum of: States/FCT/Federal and Local Government shall be two-third (2/3) majority of members.

ARTICLE 18: CODE OF CONDUCT FOR ELECTION

- 18.0 Voting for all elective posts shall be by secret ballot
- 18.1 The election shall be conducted by a neutral body called Electoral Committee set up by the National Council.
- 18.2 All paid employed staff of the Association shall have no voting right to contest election.
- 18.3 Members who have attended three (3) Annual General Meetings and are financially up to date shall be eligible to vote and be voted for.
- 18.4 Individual members who are from non-viable states and are financially up-to-date shall also be eligible to vote and be voted for.

ARTICLE 19: SPECIAL COMMITTEES/BOARD

- 19.1 Research Committee
- 19.2 Seminars, workshops and conference Committees
- 19.3 Finance and Fund Raising Committee
- 19.4 Welfare Committee
- 19.5 Disciplinary and general purpose Committee
- 19.6 Electoral Committee
- 19.7 Editorial Board

ARTICLE 20: STAFF

- 20.1 The National Council subject to the approval of the General Assembly shall employ organizing Secretary who shall be in charge of the National Secretariat.
- 20.2 The General assembly shall legislate from time to time which other posts may be remunerative under the Association, and how much should be paid whether in full or part time basis. The staff so engaged shall be entitled to monthly salaries or allowances as shall be fixed from time to time.
- 20.3 The Association shall sponsor her members to attend Conferences, Workshops and Seminars as a training scheme to enhance their intellectual and working capacity. The sponsorship should reflect the six geo-political zones of the Federation, where and when practicable.

ARTICLE 21: DISCIPLINARY MATTERS

- 21.1 There shall be Disciplinary and General Purpose Committee;
- 21.2 Any two members of the National Executive Council together with any three other nominated members at the General Assembly shall constitute a Disciplinary and General purpose Committee.
- 21.3 the disciplinary and General Purpose Committee shall have the powers to hear all matters of discipline against members of the National Executive Council, the General Assembly and the staff of the Association that are brought before it.
- 21.4 The Disciplinary and General Purpose Committees shall have the powers to hear all matters of discipline against members of the National Executive Council, the General Assembly and the staff of the Association that are brought before it. It shall recommend appropriate measures to the National Executive Council who shall take final decision.
- 21.5 Any State that refuses to pay annual dues shall not participate in any election.

ARTICLE 22: LANGUAGE

- 22.1 English Language shall be the official language of business of the Association;
- 22.2 The letters and other documents of the Association shall, from time to time, be translated into other languages as exigencies demand.

ARTICLE 23: SOURCES OF REVENUE

- 23.1 The Association shall raise funds for her programmes of activities through the following sources;
- 23.2 Grants-in-aid from Local, National and International sources;
- 23.3 Grants from individuals or other organizations for specific programmes of the Association;
- 23.4 Donations, Endowments and Wills
- 23.5 Membership registration fees, dues and levies
- 23.6 Sale of publications
- 23.7 Consultancy services for individuals and other organizations
- 23.8 Any other fund raising activity as may be approved by the National Executive and/or General Assembly
- 23.9 The Association shall operate two separate Accounts; viz
 - (a) A savings account for the Association's Trust Fund; and
 - (b) A current account for financing of current programmes

ARTICLE 24: EXPENDITURE OF REVENUE

- 24.1 All the incomes of the Association shall be expended in fulfilling the aims and objectives for which this Association was established.
- 24.2 The signatories to all Bank Accounts shall be:
 - (a) The President
 - (b) The Treasurer
 - (c) The General Secretary
- 24.2.1 Any two of the signatories, one of which must include the President shall have the authority to withdraw money from any of the accounts of the Association
- 24.3 The Association shall pay salaries and allowances to her employees and

pay honorarium, daily sustenance allowances transport allowances to Researchers/Consultants and Volunteers involved in her programme. The Executive Council shall provide guidelines on how such payments shall be made to be approved by the General Assembly.

- 24.4 The Executive Council shall prepare an annual budget of all her projects and present to the General Assembly for approval.
- 24.5 All expenditures of the Association above **₦1,000,000.00 (One Million Naira)** not listed in a budget shall be authorized by the General Assembly
- 24.6 The President shall use his/her discretion in the judicious expenditure of money on matters requiring below ₦1,000,000.00 (One Million Naira)
- 24.7 The Financial year of the Association shall be from the date of the last Annual General Meeting of the Association to the date of the next Annual General Meeting.

ARTICLE 25: AUDITING OF ACCOUNTS

- 25.1 Beside the duties assigned to the Internal Auditor, the accounts of the Association shall be audited annually by a Chartered Auditing firm to be appointed by the General Assembly of the Association
- 25.2 Any case of financial misappropriations shall be surcharged or handed over to the Police for legal action
- 25.3 The audited reports shall be presented to the General Assembly
- 25.4 The remuneration paid to the Chartered Auditors shall be decided by the Executive Council to be ratified by the General Assembly

ARTICLE 26: PROPERTY

- 26.1 The Association shall own property such as is necessary to facilitate the achievement of its stated aims and objectives and for its continued function.
- 26.2 The use of the property of the Association for purposes outside its aim and objectives shall constitute indiscipline and shall receive appropriate punishment as may be decided by the Disciplinary and General Purpose Committee;

- 26.3 The Association shall keep an inventory of all her property and shall make annual report of the state of same to the National Executive Council.
- 26.4 The right to dispose of any or all of the property of the Association is vested on the Board of Trustees subject to approval by the General Assembly.

ARTICLE 27: DISSOLUTION AND WINDING UP

- 27.1. The Association shall wind up or dissolve if:
- 27.2 Membership falls below 37 members.
- 27.3 The General Assembly passes a resolution that the Association should be dissolved;
- 27.4 All matters of dissolution shall comply with the provisions of the Company and Allied matters Decree of 1990 and other related laws in force;
- 27.5 The Board of Trustees shall be responsible for the winding up of the assets and liabilities of the Association;
- 27.6 If any asset remains after the discharge of assets and liabilities of the Association, such shall be transferred to any other organization having similar aims and objectives and the duties of the board of Trustees shall cease.

ARTICLE 28: AFFILIATIONS/COLLABORATION

The Association shall affiliate with a University or Research Institute or any other institution in pursuit of its aims and objectives and shall collaborate with other Local and International Organisations. (eg International Federation of Social Workers – IFSW) that have similar aims and objectives to make Nigeria and the world a better place.

ARTICLE 29: AMENDMENT

The provisions of this Constitution shall be repealed, altered or amended by a simple majority of the members of the General Assembly provided that:

- (i) Every member is served with a notice using his last known address;
- (ii) Such repeal, alteration, or amendment remains ineffective until sanctioned by the Corporate Affairs Commission under the companies and Allied Matters Decree of 1990.

ARTICLE 30: CITATIONS AND COMMENCEMENT

30.1 This Constitution shall be cited as "The Constitution of the Nigeria Association of Social Workers"

ARTICLE 32: EFFECTIVE DATE

31.1 This Constitution shall come into effect on day of

{2} CODE OF CONDUCT FOR SOCIAL WORK PRACTICE IN NIGERIA

1. I will hold as primary the welfare of the individual or group I serve. By this, I will give precedence to my professional responsibility to my client over my personal interest.
2. I will make distinction between my public work and private interests and would never allow the latter to becloud the former.
3. I will never discriminate negatively against my client on the basis of gender, age, ethnicity, belief, race, colour, social class and will prevent and protect my client against such negative discrimination in the work I do.

4. I will hold as strictly confidential and information with professional colleagues only in so far as to improve the quality of service render.
 5. I will work to uphold the dignity of the human person and to respect the fundamental human rights of the clients I serve.
 6. I will practice social work within the recognized knowledge and professional competence and will hold myself responsible for the quality of service I give to my client in relation to maximum utilization of available resources.
 7. I will work to support the idea that social development work requires professional education and association.
 8. I will take as my personal responsibility to contribute to the development of social work professional knowledge and practice and will treat with respect the findings, view and actions of other professional colleagues.
 9. I accept responsibility to help,. protect individuals or groups against unwholesome or unethical practices by any individual, group or corporate organisation that is engaged in social development activities.
 10. I will stand ready to provide professional service in times of public emergencies.
 11. I will act with integrity in the professional work I do and make myself accountable for the work I have done or would do.
- The Code of Conduct was adopted in [1982](#) by NASoW.

**{3} TRANSLATION WORLD SOCIAL WORK DAY FLIERS INTO NIGERIAN
MAJOR LANGUAGES :-
{HAUSA, IGBO AND YORUBA}**

Hausa Language

1. Fostar Gungiya Duniyan ta Ma'aikatan Jindadin Jama'a ta Duniya ta Fito
2. Ranar Jin Dadin Jama'a ta Duniya
3. Yada Muhinmancin Zamantakewar
4. 19 ga Watan Maris
5. 17 ga Watan Maris

Igbo Language

1. Ihe Ngosi Ngbasa Ozi Gbasara Ngalaba Oru Nba UwaN’ahu Maka Odi Nma Madu Anakpo “IFSW” Aputala
2. Ubochi Ndi Mba Uwa Ji Echeta Maka Odi Mna – Madu
3. Ikwelite Nkpa Odi Maka Mmekorita Mmadu Na Ibe Ya
4. Ubochi Iri Na Asaa Nke Onwa Ato N’afu Puku Abuo Na Iri N’tteghete
5. Ubochi Iri Na N’tteghete Nke Onwa Ato N’afu Puku Abuo Na Iri Abuo.

Yoruba Language

1. Iwe Ipolongo Fun Ojo Imojuto Igbesi Aye Omo Eda Lagbaye Ti “IFSW” Ya Soto Ti Jade
2. Ojo Imojuto Igbesi Aye Omo Eda Lagbaye
3. Igbelaruge Pataki Ibasepo Laarin Omo Eda
4. Ojo Kokandilogun Osu Keta Odun 2019
5. Ojo Ketalelogun Osu Keta Odun 2019

Kindly convert the constitution attached into PDF before publishing. On the “IFSW” website. You may also need to retype the code of conduct if you so desire.

Regards

BALOGUN, Olukunle Olagunju.

MSW, PhD, Social Work

