This work programme is presented under the following broad subheadings adopted by the 2013 IFSW Europe e.V. Delegates Meeting, and it has been continued, revised and reinforced over recent years:

1. Visibility and Voice
2. Membership development
3. Services for members.

“Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work.” (IFSW Definition of Social Work) and constitute the basis for all actions performed by the executive committee of IFSW Europe e.V. in the different areas of the work programme.
## EXPECTATIONS

**Strengthen the visibility of social work and the member organizations of IFSW**

**New IFSW website**
- To make IFSW Europe members more visible through the website

**Knowledge sharing**
- To provide knowledge sharing between IFSW Europe Executive and members and between members

**With external actors**
- To facilitate key messages on social work professional related to UN days relevant to social work

## ACHIEVEMENTS

1. **IFSW Europe website** is now under the IFSW Europe administration. All the activity regarding IFSW Europe website and social media was ensured since 2019 by Ana Radulescu. During last 12 months we strengthen the visibility of social work and the member organizations of IFSW on the website of IFSW and Social Media – a number of 26 articles were published last year and 24 were published between January-June 2019 on the website of IFSW Europe regarding our members' activity and the activity of IFSW Executive. This number is not including the activity on WSWD. Our posts on Social Media have been enriched and over 250,000.00 people have accessed the news about our activity in the first 6 months of 2019 (January-June).

2. We strengthen the visibility of member organizations of IFSW in the IFSW European Conference:
   a. 15 people from 15 IFSW member organizations were involved in the Evaluation Group of the Program Committee of the European IFSW Conference 2019
   b. There are workshops organized by our representatives and member organizations at the European IFSW Conference.

3. We have started updating the database of member organizations - we find that there are a number of organizations that do not work in IFSW Europe: Albania, Andorra, Belarus, Czech Republic, Estonia, Hungary, Lithuania, Montenegro and the former Yugoslav Republic of Macedonia. In the last months of 2019, the president of IFSW Europe will contact all these organizations to identify the difficulties they face or the support they need.

4. The Executive appointed a new honorary secretary, Teodor Dobre to replace Lola Casal who is now part of the IFSW Global secretariat.

## CHALLENGES

1. To prepare an online IFSW Europe NEWS & Reports to be sent out every 3 months.
2. To include all our member in the activities. There are still member countries that are not active in the activities carried out by IFSW Europe.
3. To find social workers with time to devote to the work of IFSW Europe.
## 2. FINANCES

### EXPECTATIONS
- To elaborate together with the financial working group a proposal about membership fee and a funding strategy
- Update the legal body

### ACHIEVEMENTS

### CHALLENGES

A report has been submitted by IFSW Europe Treasurer!
3. MEMBERSHIP DEVELOPMENT

EXPECTATIONS

- To support the development of professionalization of social work services, as well as the professional profile of social workers from all Europe;
- To develop the idea of twinning and identify partnership;
- Encouraging members to use IFSW as a network to increase awareness of their activities and collaboration with other members;
- Strengthen the contact between the executives and members associations, as well as with organizations in countries not currently represented.

ACHIEVEMENTS

1. **We contribute to the identity of the social work profession** - IFSW Europe contributed to shaping the call for action published by UNICEF regarding the workforce in social services. The document was important, as it was intended to ensure the alignment of the functions, competences and qualifications in the workforce of social services, so that there will no longer be unskilled professionals in roles that require professional skills and qualified professionals in roles that do not require professional skills.

   The call for Action stated that the title social worker can be used only for people with degrees in social work. IFSW Europe member organisations from the following countries were active on this activity: Croatia, Armenia, Greece, Romania, Georgia.

2. **IFSW Europe has joined the actions of our member organizations to strengthen the profession:**
   a. IFSW Europe has joined the Polish Federation of Trade Unions and Social Service Unions (PFZPSiPS) and social workers in Poland to strengthen social assistance services and the social work profession and to ensure that funding is allocated to protect effectively vulnerable people.
   b. IFSW Europe cooperates with the Organization of Social Workers in Kosovo to increase the visibility of the social work profession in Kosovo.
   c. IFSW Europe activated in Bulgaria in the organization of the regional forum "Good educational and professional practices in the field of social work" - March 28, 29, 2019. Our organization in Bulgaria (Association of Social Assistants of Bulgaria) was involved in the event.

3. **We applied and received the confirmation of a project application under the IFSW Global Funds.** IFSW Europe has submitted a new application to the IFSW Global Funds. The new application is: A social Europe is possible! The young generation of social workers is the spearhead of change. The overall objective of the project proposal is to support the IFSW Europe membership organization in activating and involving the young generation of social workers to continue to strengthen and strengthen our communities and our countries. The project will start in 2020 and the total value is 10.000 ChF.
4. **IFSW Europe continues to implement the project: social workers for transformative and sustainable social protection in Europe.** The project will be completed by the end of 2019. In the period 2018 and 2019 we have involved a number of member organizations: Denmark, Spain, Croatia, Moldova, Slovakia, Belgium, Austria, UK, Ireland, Romania, Italy, Portugal. A workshop was organised in Copenhagen, Denmark.

**CHALLENGES**

1. Develop a system to support the idea of twinning and identify partnerships to support the development of our members.
2. To find social workers with time to devote to the work of IFSW Europe.
4. IFSW EUROPEAN CONFERENCE

**EXPECTATIONS**
- To organise the 2019 Conference.

**ACHIEVEMENTS**
1. The IFSW Europe Conference is on. More than 500 participants are expected to participate. There are presentations, workshops and dislocated workshops prepared for participants.
   a. A student conference was organized in parallel with the IFSW Europe Conference. Over 150 students are expected to attend
   b. A pre-conference of the IFSW European Conference 2019 (Symposium) was organized. The title is: “A social Europe is possible!” This Enquete (Symposium) provides a unique opportunity for practitioners and academics in social work to discuss the idea of creating a “Social Europe” with politicians, members of EU administration and media.
2. IFSW Europe opened the call for the Conference 2021 and we had an invitation to host from Croatia;
3. We are preparing the call for the European IFSW 2023 conference to be launched at the Vienna delegates meeting in 2019. The decision on hosting the conference will be taken in 2020;

**CHALLENGES**
1. To ensure that the decision on hosting the conference is made 3 years in advance.
5. IFSW Europe Executive and IFSW Representatives

**EXPECTATIONS**

- To involve members in the work of IFSW Representatives as supportive team in specific projects.
- To support IFSW representatives and develop a way to coordinate the work between the Executive and the Representatives.
- To share the work of the representatives and the networks where they represent IFSW Europe.
- To ensure that IFSW Europe and the social work profession is visible in FRA, Social Platform, Council of Europe, EAPN, ENSACT.

**ACHIEVEMENTS**

1. **Since the beginning of 2019, IFSW Europe has increased cooperation with EAPN, making our organization and our member organizations visible. We thank our EAPN representative and the IFSW Europe support team were EAPN’s partners for the following projects.**
   
a. IFSW Europe partnered with ESPN in the campaign: "Make Europe Poverty Free". The essential message of the IFSW Europe campaign on the campaign was: "Make the voice of social workers heard in the EU Parliament".
   
The message of the EAPN to IFSW Europe: *EAPN have been working with the International Federation of Social Workers and ATD 4th World, on a follow up to the EU election campaign. In the end, 36 of the candidates who signed the pledge on poverty were elected, from 16 countries and from 5 political groups. We’ll be working to add more ‘supportive MEPs’ to this list, and will be thinking about ways we might be able to collaborate around the different lists we all probably have, or are building.*

   b. IFSW Europe continues to work with EAPN for the campaign: *A step forward for social rights? | EAPN evaluation of country specific recommendations 2019 and country annex.* IFSW Europe member organizations were invited to join the campaign and we posted our call on the website and social media.

   c. EAPN invited IFSW Europe to a ‘Roundtable on the Fight Against Poverty’ on the afternoon of 17 October within the European Parliament in Brussels. Information will be available through website, email communication and social media.

2. **Since the beginning of 2019, IFSW Europe has managed to restore permanent cooperation with Council of Europe (INGO).**
   
The president of IFSW Europe had three meetings with the INGO president, and the European IFSW representative was very active in relation to the INGO working groups. The current project with the Council of Europe is: Preparation of an additional protocol to the Convention on Human Rights and Biomedicine. The Bioethics Committee of the Europe Council (DH-BIO) decided to invite IFSW Europe to participate in a consultation on a new additional protocol to the Convention on Human Rights and Biomedicine on the Protection of Human Rights and...
Dignity of Persons with Mental Disorders with involuntary placement and involuntary treatment.

3. **IFSW Europe has begun discussions with the European Social Platform for a new lobby project in the European Parliament.** Our joint cooperation will be linked to:

   a. Events and meetings organized in Brussels (hearings in the European Parliament and breakfast with the staff of the MEPs). IFSW Europe, as a member of the European Social Platform, attended the general meeting on June 18, 2019, which took place in Brussels. The meeting focused on the future activities of the Social Platform, on meetings with new members of the European Parliament and on organising an event in Helsinki. The European social platform elaborates a work plan for the maintenance of social rights on the agenda of the newly elected members of the European Parliament.

   b. **Flagship Conference in Helsinki, 16-18 September 2019.** IFSW Europe was involved during the preparation of the conference and we have activated our organization in Finland to get involved (Talentia - Finnish Social Workers Association).

4. **We were able to activate the support in Vienna for our FRA representative to involve them in our European IFSW Conference.** Thanks to our colleagues at OBDS, we are able to have a keynote speaker and plan a workshop at FRA

5. **We are expanding the contribution and visibility of the social work profession.** EURORDIS-Rare Diseases Europe, invited IFSW Europe to become an associate partner of the 10th European Conference on Rare Diseases & Orphan Products (ECRD 2020) to be held at the Stockholmsmässan Congress Center in Stockholm, Sweden on 15 to 16 May 2020. We talked to our member organisation in Sweden (Professionals Akademikerförbundet SSR) to represent IFSW Europe at this conference.

6. **IFSW Europe plans a meeting in Brussels related to our project: Social workers for transformational and sustainable social protection in Europe.** We are planning to invite IFSW member organizations, all our partners, officials from the European Commission and Members of the European Parliament. Information will be available through website, email communication and social media

**CHALLENGES**

1. Ensuring a mechanism for transferring our representation from one person to another and maintaining the continuity of activities. The main challenge is to make sure that our partners have the right contact details of IFSW European Representative.

2. Ensuring the support needed to support the activity of our representatives.

3. To find social workers with time to devote to the work of IFSW Europe.
6. NETWORKING AND LOBBYING

EXPECTATIONS

- To support IFSW Europe members linking with networks and organizations in different fields related to social work;
- To promote the presence of IFSW executives and members in political meetings, at national and European level.

ACHIEVEMENTS

1. **European Social Platform** – IFSW Europe is a member of Social Platform and we are represented by John Brennan. The representation of IFSW in the European Social Platform is coordinated by the President of IFSW Europe and the Executive Committee.

   In 2019, IFSW Europe is working with ESP:
   a. To facilitate the perspective of social workers in the implementation of the principle of the Social Pillar. In this area, IFSW Europe connects the work with the project: **Social workers for transformational and sustainable social protection in Europe**.
   b. To bring contribution to the Flagship Conference in Helsinki, 16-18 September 2019. IFSW Europe was involved in the preparation of the conference and we activated our organization in Finland (Talentia - Association of Social Workers in Finland).

2. **EAPN** – IFSW Europe is a member of EAPN and we are represented by Fran McDonnell. We also receive support from Ian Johnston-member of IFSW Europe support group and Vice-president of EAPN. The representation of IFSW in EAPN is coordinated by the President of IFSW Europe and the Executive Committee.

   In 2019, IFSW Europe is working with EAPN:
   a. To implement the campaign: “Make Europe Poverty Free”. IFSW European members were permanently informed and invited to join the campaign.
   b. To prepare an event on 17 of October in Brussels. IFSW Europe member organisation will be informed and invited to participate.

3. **Council of Europe** (INGO) – IFSW Europe is a member of INGO and we are represented by Fernanda Rodrigues. The representation of IFSW in INGO is coordinated by the President of IFSW Europe and the Executive Committee.
In 2019, IFSW Europe is working with INGO:

a. To prepare the workshop of CE in the IFSW European Conference 2019;
b. To clarify the expected input of IFSW Europe on the Preparation of an Additional Protocol to the Convention on Human Rights and Biomedicine

4. **The European Union Agency for Fundamental Rights (FRA)** – IFSW Europe is represented at by Graca Andre.
The representation of IFSW in FRA is coordinated by the President of IFSW Europe and the Executive Committee.
IFSW Europe collaborates with FRA for involvement in the IFSW Conference 2019.

5. **European Commission & European Parliament** – IFSW Europe has meeting with representatives of EC.
The representation of IFSW in the EC is coordinated by the President of IFSW Europe and the Executive Committee.

7. **EURORDIS** - Rare Diseases Europe – IFSW Europe is a partner in the 10th European Conference on Rare Diseases & Orphan Products (ECRD 2020) to be held at the Stockholmsmässan Congress Center in Stockholm, Sweden on 15 to 16 May 2020. We are discussion with our member organisation in Sweden (Professionals Akademikerförbundet SSR) to represent IFSW Europe at this conference.

6. **UN** – IFSW Europe will have a representative at the IFSW Global Commission.

7. **International Psychogeriatric Association (IPA)** – IPA is an interdisciplinary membership organization of leaders in the field with representation from around the world. They recruited IFSW Europe on the board of directors. John Brennan is representing IFSW Europe.

8. **European Social Network** - IFSW Europe is present in ESN through its members. A number of IFSW European members are active in ESN: Austria, Portugal, Spain, Romania. IFSW Europe was invited to a number of meeting to present the perspective of social workers. Ana Radulescu is representing IFSW Europe.

9. **Long Term Care Alliance** – IFSW Europe was invited to be part of developing an integrative approach on long term care. IFSW Europe was in the program of the LTA in Italy in February 2019 and continue to be present in LTA conferences. Ana Radulescu is representing IFSW Europe.

10. Support for social services in Poland/Polish Association of Social Workers.

**CHALLENGES**

1. Creation of the real support group for IFSW Europe representatives;
2. Coordination of the IFSW Europe agenda with the agendas of our partners;
### 7. THE SOCIAL WORK DAY 2019

#### EXPECTATIONS
- To celebrate WSWD 2019;
- To link the celebration to UN Sustainable Development Goals and the Global Agenda.

#### ACHIEVEMENTS

1. IFSW member organizations celebrated WSWD 2019. We have published information about activities and events on the website and on social media in several countries in Europe. (associations or social workers): Austria, Armenia, Azerbaijan, Belgium, Bulgaria, Denmark, Finland, France, Greece, Georgia, Ireland, Israel, Italy, Portugal, Romania, Russia, Slovenia, Spain, Sweden, Turkey, UK.

#### CHALLENGES

1. To activate our member organisations from all IFSW European Region.
## 8. RELATIONS WITH IFSW GLOBAL

### EXPECTATIONS
- To ensure linkage between IFWS Europe members and IFSW Global

### ACHIEVEMENTS

**IFSW Europe activity in relation to IFSW Global Commissions:**
- Ethics Commission – we are represented by Jane Shears (UK); Jane presented a report that is available for the DM;
- Human Right Commission – we are represented by Marcin Bryczko (Poland); Marcin prepared a report that is available for the DM;
- United Nations – IFSW Europe is looking for a representative for Geneva office. IFSW Europe has launched a call for nominations.
- Interim Education Commissions – IFSW Europe is looking for a representative. IFSW Europe has launched the second call for nominations.

### CHALLENGES

1. Identifying the representatives and allocating the resources necessary for their activity;
2. To find social workers with time to devote to the work of IFSW Europe.
9. POLICY DEVELOPMENT AND SOCIAL ACTIONS

EXPECTATIONS

- To develop a policy on social workers role in age determination of unaccompanied minors
- To support and share member organizations’ activities to fight austerity and poverty
- To consider a strategy to help members in ways to express their concern about violation of human rights

ACHIEVEMENTS

IFSW Europe has created a discussion space within the DM to finalize the following topics for political statements:

1. Social workers on European Social Pillar;
2. A social Europe is possible! The young generation of social workers are the spearhead of change;
3. Make Europe Poverty Free;
4. Global agenda priorities for the next period;
5. Social workers role in age determination of unaccompanied minors
6. Ethical principle and the way IFSW member organisations incorporate or refer to them

The political statements agreed by the DM will be published on the web page and distributed!

CHALLENGES

- Identifying the topics on which IFSW Europe should publish the political statement;
- To find social workers with time to devote to the work of IFSW Europe.