

# **CODE OF ETHICS OF SOCIAL WORKERS IN DRC**

The National Association of Social Workers in the DRC, founded in 2016 by the Union of former students in Social Service of Hope Africa University.

The Social Workers derive their abilities, understanding and professional skills from four sources:

- From personal intuition and the need to communicate with others and help them.
- Learning, training and experience gained over the years.
- On the system of dozens of laws and regulations related to general activities of labor occupation social.
- Above all, the rules of the code of ethics as a pillar that lights the way social workers who guide the moral path and directs the workers for the good which man will concentrate and evil which he should keep distance

The code of ethics is one of the cornerstones of each profession, in particular a profession whose sole purpose is to deal with people. The rules of conduct that apparently aim to protect and empower the profession's customers actually protect the social worker, instruct in professional action and ordered him to avoid obstacles and mistakes to many crossroads where he must take decisions - not only between good and evil, but between good and better, between bad and worse.

So This ethical code is intended as a guide to Social workers in the exercise of their profession. Its provisions are binding on every adherent of the Association, holder of the University degree or student in Social Work.

## **THE PROFESSION OF SOCIAL WORKER**

A Social Worker is the service of the human person in the Company. His intervention is:

- to the development and autonomy of persons, groups or communities
- the development of each potential player by making his own changes
- the reciprocal adaptation Individuals / Company evolution.

A Social Worker participates in social development by assisting in any action likely to prevent social problems and improve the quality of life.

A Social Worker liable in respect of:

- people they can address activity
- laws governing the profession
- the institutions in which the profession is exercised

The organization and practice of the profession within the framework of institutions and laws. Continuing education, due to the evolution of knowledge and society, is essential to any Social Worker as a necessity.

## **TITLE I: GENERAL PRINCIPLES AND DUTIES**

Art.1 - From the dignity

Respect for the individual based, in all circumstances, a professional intervention Social worker.

Art. 2 - From non-discrimination

In its activities, the Social Worker puts his function available to people regardless of race, color, gender, location, nationality, religion, political opinion and whatever feelings these people him inspire.

Art. 3 - From the confidentiality

Establishing a working relationship based on trust is of the Worker Social a "confidant necessary" as recognized by the case law and doctrine.

Art. 4 - From professional secrecy

The legal obligation of confidentiality is therefore essential to all Social Workers and students

social service, save as otherwise provided by law.

Art. 5 - Protection and communication of personal data

The Social Worker should always ensure the protection of users' records and be aware that this file is communicable to the person concerned. The constitution of the files must take into account the legal provisions on access to administrative documents.

Art. 6 - The introduction and development of modern technologies of collection and processing information, impose the Social Worker to be concerned, as soon as the phase

project design, retention policies and overlap, in terms of respect privacy of individuals and families.

Art. 7 - From independence and freedom

The Social Worker can not agree to practice in conditions that compromise the quality of its operations. It must therefore be attentive to the forms and conditions of work proposed to it and the changes that may occur.

Taking into account the nature and objectives of the employing organization, it ensures that it can have the necessary autonomy:

- to select the shape of its response and means to to employ

- to decide on the continuation or discontinuation of its action.

Art. 8 - The Social Worker can not in any case use the function for propaganda purposes. It can be used to procure or attempt to procure any person, unjustified or illegal benefits. The employee Social worker can accept people national of his professional field, remuneration for services rendered.

Art. 9 - Jurisdiction

The Social Worker is required to competence, ie:

- master professional practice and constantly strive for improve
- its developer knowledge
- be alert to affect either its interventions in the lives of individuals and the institutions.

## **TITLE II DUTIES TOWARDS USERS**

### **A - DIRECT INTERVENTION WITH USERS**

Art. 10 - When it comes, the Social Worker performs as full an assessment as possible before offering a response to the request

Art. 11 - The Social Worker should seek membership of interested in any action concerning the project, in all circumstances and whatever the personal way in which they can express their support.

Art.12 - The Social Service informs stakeholders of the possibilities and limits of its actions, their consequences, possible remedies.

Art. 13 - Any started action should be continued. The Social Worker should take measures to avoid the negative consequences resulting from the interruption of its action.

Art. 14 - Social Worker must for people who come to him with a duration as long as the situation demands, despite the difficulties and whatever the results. It should not be required when assistance is no longer needed.

Art. 15 - Social worker should not accept to intervene or to provide information in a control purpose.

Art. 16 - Where, in the exercise of its functions, the Social Worker finds a false statement, it belongs to him to raise awareness to those who are the authors, but it does not have to report them.

Art. 17 - The Social Worker shall not file, nor testify in court for anything he may have knowledge of or because of his profession - obligation confirmed by case law - and yet guard, under the law, according to provisions of the Penal Code, freedom of evidence in cases of waiver of confidentiality.

### **B - INTERDISCIPLINARITY AND PARTNERSHIP**

Art. 18 - The situation of the user often makes it necessary to be an interdisciplinary consultation or to call in a partnership system bringing together diverse social actors

and multiple institutions. The Social Worker then limit the personalized information that it brings to those elements it considers strictly necessary to the pursuit of the common objective, in accordance with Articles 11 and 12 of this Code.

Art. 19 - In these instances, the Social Worker in particular ensure the confidentiality of information in accordance with law users.

Art. 20 - The Social Worker is loosed from any of its obligations to the user, regardless of the form of joint action and regardless of the stakeholders, even subject to professional secrecy under the terms of art. 226-13 of the Code criminal.

### **TITLE III OBLIGATIONS TO EMPLOYERS**

Art. 21 - Social Worker regularly reports its activities to officials of his employer. It does so in the form best suited to the context in which it fits, and within the limits compatible with professional secrecy and the general objectives of his profession.

Art. 22 - The Social Worker is responsible for selecting and applying technical interesting professional relationships with people. He informs the employer the conditions and resources necessary for social intervention entrusted to him.

Similarly, he must report everything that hinders it. Therefore, it can not be held responsible for the consequences of a lack of resources or organizational default service that employs him.

Art. 23 - He enters the mission of the Social Worker to bring those responsible for his employer body, the elements that may inform decisions on social welfare policy.

### **TITLE IV OBLIGATIONS TOWARDS THE PROFESSION**

Art. 24 - The objectives of the profession and how they are practically implemented, are subject of studies and constant reflections on the part of Social Workers, to ensure the quality of service provided to the user.

Art. 25 - The Social Worker is required to contribute to the ongoing evolution of the profession in an adjustment desire to changes in society.

Art. 26 - Social Worker must have an attitude of brotherhood towards his colleagues. He will observe the duties of the professional help and will refrain from any act or comment likely to harm them.

### **TITLE V: SANCTIONS**

Art. 27 - Serious breaches of the provisions of this Code within the Control Commission, created as part of the Articles of Association (Article 31 and 33.).

### **REFERENCE TEXTS**

Viewed:

- ☐ the Universal Declaration of the UN Human Rights of 10 December 1948
- ☐ the International Code of Ethics for Social Workers adopted by the ISAF, General Assembly, SRI LANKA August 1994
- ☐ the definition of Social Service given in 1959 by the Social Affairs Division of the United Nations.
- ☐ Family Code of the DRC: Law No. 16/008 of 15 July 2016 amending and supplementing the Law No. 87-010 of <sup>1</sup> August 1987 Code Family

- the United Nations Convention on the Rights of the Child on 20 November 1989
- African Charter on the Rights and Welfare of the child
- Ministerial Order No. 063 / CAB.MIN.AFF.SAH. SN / 2012 of 17 September 2012 establishing the organization and functioning of the Body of Social Workers in Democratic Republic of Congo.