



IFSW EUROPE INTRODUCTION



IFSW founding date:
1928 (in Paris) and re-establishment after
WW II in Munich 1956

Start of IFSW's European Region in 1965



First Regional Seminars:

1966 Strasbourg
1971 Edinburgh

Regional Seminars

Europe

1966 Strasbourg	1993 Debrecen
1971 Edinburgh	1995 Lisbon
1977 Vienna	1997 Dublin
1979 Dublin	1999 Helsinki/St.
1981 Granada	Petersburg
1983 Aalborg	2001 Vienna/Bratislava
1985 Paris	2003 Copenhagen
1987 Nicosia	2005 Nicosia
1989 Basel	2007 Parma
1991 Glasgow	



IFW Executive, Helsinki, 1999



Tom with social workers in Lebanon, 2000



The first meeting of the European Executive Committee was in Lisbon, 18-19 May 1991 (chaired by Paul Dolan, ifsw Vice President for Europe)



GS IN BASLE



Norway), Paul Dolan (U.K., the European Region) and the recent European Delegates

Director of working groups in the European Seminar on Migration. Tell of B.A.S.W.

h delegate to the recent meeting in Basle, chatting with health care in Amsterdam

Back row - from left: Nigel Hall (Zimbabwe); Elis Envall (Sweden); Dr. George Kutukdjian (UNESCO); Paul Dolan (U.K.); Terry Bamford (U.K.);

Front row - from left: Dorothy van Soest (USA); M. Lorena Molina (Costa Rica); Ellen Mouravieff-Apostol (IFSW Geneva); Dr. Vera D. Mehta (IASSW Vienna); Prof. Gayle G. James (President IFSW, Canada).



European Delegates Meetings:

1991 – Glasgow	2004 – Brussels	2016 – Zagreb
1992 – Washington	2005 – Nicosia	2017 - Reykjavik
1993 – Debrecen	2006 – Sofia	2018 - Bucharest
1994 – Colombo*	2007 – Parma	2019 - Vienna
1995 – Lisbon	2008 – Porto	2020 – Online*
1996 – Hong Kong*	2009 – Dubrovnik	2021 - Online
1997 – Dublin	2010 – Malta	2022 - Berlin
1998 – Jerusalem*	2011 – Brussels	2023 - Prague
1999 – Helsinki	2012 – Yerevan	2024 - Lisbon
2000 – Bratislava	2013 – Istanbul	2025 - Oslo
2001 – Vienna	2014 – Madrid	
2002 – Nicosia	2015 – Edinburgh	
2003 – Copenhagen		

* (together with Global General Meeting)





“INVESTING IN NEW SOCIAL WORKERS AND BUILDING A NETWORK TO SUSTAIN NEW TALENT IN IFSW EUROPE”

MOTION TO THE INTERNATIONAL FEDERATION OF SOCIAL WORKERS (IFSW) - EUROPEAN DIVISION

EUROPE DELEGATES MEETING 2024, LISBON – PORTUGAL





new social workers network

International Federation of
Social Workers
Europe Region



New Social Workers Network

We are a network designed to sustain new social workers in IFSW Europe by promoting leadership, collaboration, and innovation among social workers early in their careers



Network Aims:



Foster
Collaboration



Empower New
Leadership



Ensure Inclusive
Representation

- ✓ Promote Leadership Development
- ✓ Ensure Diversity and Representation
- ✓ Support Advocacy and Projects

Join Us!



1. Commit to creating an equitable and supportive environment for new social workers
2. Foster collaboration to bridge theory and practice
3. Advocate for systemic changes

We define a **New Social Worker** as any person that is a student of social work or within their first 5 years of employment as a social worker

Email newsocialworkers@ifsw.org to join today!



This motion proposed an addition to the work programme under

“NEW PRIORITIES TO TAKE FURTHER”



“Investing in new social workers and building a network to sustain new talent in IFSW Europe”



1

Promote New Social
Workers on Regional and
Global levels

2

Establish a New Social
Workers Network

3

Support in developing a
Policy Paper

**“INVESTING IN NEW SOCIAL WORKERS AND BUILDING A
NETWORK TO SUSTAIN NEW TALENT IN IFSW EUROPE”**



1) PROMOTE NEW SOCIAL WORKERS ON REGIONAL AND GLOBAL LEVELS:

- Define new social workers as students or those within 5 years of employment.
- Encourage involvement at local, regional, and global levels.
- Ensure new social workers are represented at Delegates Meetings and governance groups.
- Present a motion on their future at the 2026 General Meeting.

1) PROMOTE NEW SOCIAL WORKERS ON REGIONAL AND GLOBAL LEVELS

In-depth description of the proposed aspects



Agree that the definition of new social workers IFSW Europe will use to be any person that is a student of social work or within their first 5 years of employment as a social worker



Encourage member associations to involve new social workers locally and regionally



Promote that at least one observer from delegates and member associations to be a new social worker at Delegates Meetings, as well as part of official delegations to the Delegates Meetings



Support new social workers to be represented on the task and finish group around good governance at the IFSW Global level



Work towards presenting a full motion on the future for new social workers throughout IFSW Global at the 2026 General Meeting



2) ESTABLISH A NEW SOCIAL WORKERS NETWORK:

- Create a network for new social workers to share ideas, build leadership, and engage in projects.
- Election of a new social worker as Chair and Co-Chair of the network through the network itself, who then is supported by an Executive Committee member.
- Include members nominated by associations and observers not yet affiliated with member organisations.
- Support project initiatives and funding applications.

2) ESTABLISH A NEW SOCIAL WORKERS NETWORK

In-depth description of the proposed aspects



Using bylaw number 6, to create a network for new social workers, contributing towards an intergenerational ethos and sustainable movement



Promote new leadership through the Chair of this network being a new social worker nominated and elected by the network;



Invest in intergenerational collaboration of new social workers and experienced social workers through the Chair of the network to be well supported by the Executive



The members of the network will be new social workers nominated by member organisations



Include observers that are new social workers not currently a member of the member organisations but who will be encouraged to be connected with their member organisations



Support the network of new social workers to initiate projects, e.g. through the Erasmus scheme, that are focused on issues that the network want to lead on, utilising IFSW Europe as the legal body

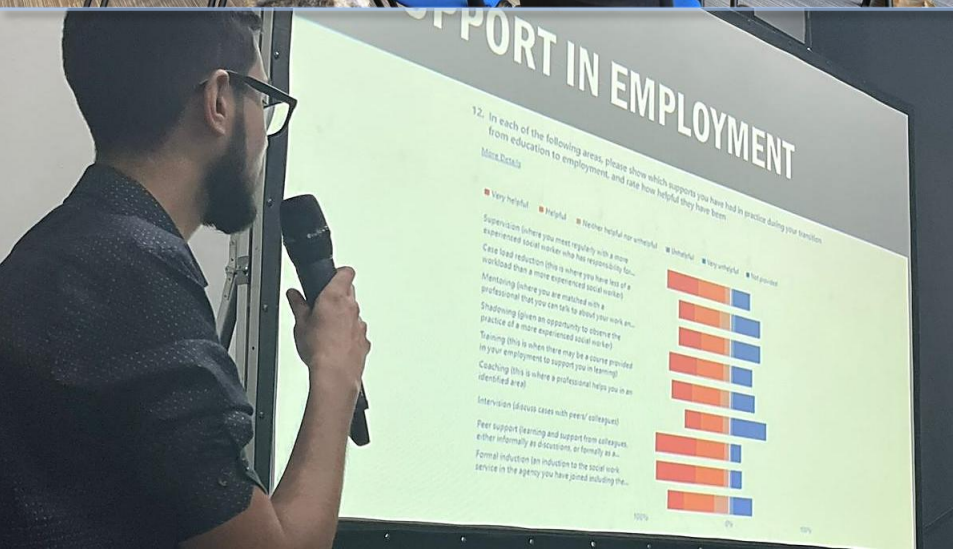


Support the work of the network to apply for further funding from IFSW Global to continue promoting new talent in IFSW



3) SUPPORT IN DEVELOPING A POLICY PAPER

- Draft a strategy for promoting new social workers, with input from the European Executive Committee.
- Discuss the paper at the 2025 Oslo conference, addressing issues like talent promotion, financing, and fostering an intergenerational ethos.



3) SUPPORT IN DEVELOPING A POLICY PAPER

In-depth description of the proposed aspects

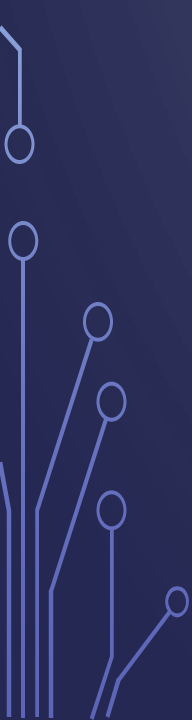


This policy paper will develop a strategy for the promotion of new social workers within IFSW Europe.

- How can the promotion of new talent be financed at IFSW Europe level and who takes central responsibility for the promotion of new talent?
- What exactly does sustainable promotion of new talent mean within IFSW Europe?
- How do we truly create an intergenerational ethos to ensure the sustainability of IFSW Europe?

**International Federation of Social Workers
New Social Worker Network
Terms of Reference**

**New Social Worker Network
(herein known as ‘the Network’) will adhere to the Network
responsibilities.**



Purpose

The Network exists to represent and promote the interests of new social workers who are involved in IFSW Europe's work, to develop and promote excellent social work and to pursue the Federation's overall mission – for social workers, for social work, for a better society - vision and work plan within specific context to the interest of new social workers. The Network is committed to developing IFSW Europe as the strong, independent voice of social work and social workers and meeting key aims of encouraging an intergenerational ethos and a sustainable Federation.

Values and Principles

The Network will promote IFSW's Code of Ethics for Social Work. The work of the Network will be underpinned by this value base and commitment to act ethically, respect and promote equality, diversity, human rights, social justice, professional discourse, and excellent social work practice.

The Network will lead on matter specific to issues relating to new social workers in a collective commitment to the Code of Ethics, demonstrating this, particularly in the conduct of the Network's business and in all its relationships with members and the wider public.

The Network will adhere to the ethical principles of the Federation to ensure members support one another, raise issues, and work together to communicate effectively and maintain open dialogue.

The Network will adhere to transparent governance processes and will be accountable to the Delegates of IFSW Europe. These Terms of Reference will be kept under review by the Delegates of IFSW Europe on an annual basis to ensure they remain fit for purpose.

The Network aims to:

1. To identify, prioritise the offer, services, and opportunities IFSW Europe provides to and for issues relating to new social workers and where relevant make recommendations to The Delegates of IFSW Europe.
2. To provide strategic direction for IFSW Europe's offer and services towards the aims of new social workers, and work as appropriate to support these activities.
3. To advise IFSW Europe of its provision of its learning opportunities to enhance the aims of new social workers.
4. To create space for the sharing of learning and experiences of new social workers across Europe.
5. To ensure agreed motions relating to new social workers are taken forward.
6. To liaise with and support the Delegates of IFSW Europe to ensure that each country's representatives effectively manage national groups that support the Network's activities and ensure their alignment with local needs and priorities.
7. To advise on the maintenance and consistency of a Europe-wide approach to the provision of services and support around new social workers throughout the Federation.
8. To ensure IFSW Europe is outward facing and externally influential across Europe in its work around promoting the interests of new social workers.
9. To establish priorities in ensuring these terms of reference are delivered and to set out an annual work plan as part of the wider IFSW Europe work-plan.
10. To monitor and evaluate the impact of the Network's activities, ensuring continuous improvement.
11. To ensure that the Network's actions reflect the cultural, linguistic, and social diversity of new social workers across Europe.

Objectives

14. To provide oversight and regular evaluation of the offer and services provided around new social workers.
15. To provide guidance and advice to Delegates on matters which relate to new social workers where appropriate or necessary.
16. To develop the profile of new social workers within the agreed structure to meet the Articles and principles of IFSW Europe as is required of Networks.
17. To develop opportunities for new social workers to be included in all the organisational structures of IFSW Europe to show how new social workers can contribute to the aims of the Federation.
18. To represent the views and ambitions of new social workers aims which are obtained from the activities arranged for Delegates and members interested in supporting new social workers.

Action Plan

19. As IFSW Europe is an independent social work membership organisation and as social work professionals, there is a commitment to actively and openly adopting, promoting, and embedding a culture of equality, diversity and inclusion and in challenging all forms of discrimination and inequality founded on knowledge and practice that represents the experiences of all. Consideration needs to be given to IFSW Europe's response to new social workers and identity positive actions for future achievements that supports a redistribution of decision-making power for social work.

20. The following are the actions that will be taken by the Network:

21. Promote new social workers on IFSW Regional and Global levels.

- a The definition of new social workers IFSW Europe will use to be any person that is a student of social work or within their first 5 years of employment as a social worker.
- b Encourage member associations to involve new social workers locally and regionally.
- c Promote that at least one observer from delegates and member associations to be a new social worker at Delegates Meetings, as well as part of official delegations to the Delegates Meetings.
- d Support new social workers to be represented on the task and finish group around good governance at the IFSW Global level.
- e Work towards presenting a full motion on the future for new social workers throughout IFSW Global at the 2026 General Meeting.

22. Establish a Network for new social workers.

- a This network is for new social workers to network, host events, share ideas and experiences, initiate projects, take part in representative roles, and ultimately build a community of new social workers, through building leadership, as well as contributing towards an intergenerational ethos and sustainable movement for IFSW Europe.
- b Promote young leadership through the Chair of this network being a new social worker nominated and elected by the network.
- c Invest in intergenerational collaboration of new social workers and experienced social workers through the Chair of the network to be well supported by the Executive through an Executive member who will support the Chair of the network to co-ordinate the involvement of new social workers throughout all IFSW Europe structures.
- d Support the network of new social workers to initiate projects, e.g. through the Erasmus scheme, that are focused on issues that the Network wants to lead on, utilising IFSW Europe as the legal body.
- e Support the work of the network to apply for further funding from IFSW Global to continue promoting new talent in IFSW.

23. Support the network to develop a policy paper.

- a This policy paper will develop a strategy for the promotion of new social workers within IFSW Europe. Members of the European Executive Committee and other interested members will participate in this working group. This paper will be discussed further at the conference in Oslo 2025. There are many different questions to be addressed, e.g. how can the promotion of new talent be financed at IFSW Europe level and who takes central responsibility for the promotion of new talent. What exactly does sustainable promotion of new talent mean within IFSW Europe? How do we truly create an intergenerational ethos to ensure the sustainability of IFSW Europe? In the best case scenario, there will also be a face to face meeting in presence to develop this policy paper.

Composition of the Network

24. The Network will be composed of voting members and members. All members will need to meet the definition of a new social worker.

25. Voting members will be nominated by member organisations of IFSW Europe, and only one new social worker may be nominated by each member organisation. Member organisations must nominate a new social worker by contacting the Chair and Co-Chair of the Network.

14. Members of the Network should be associated with their membership organisation in their country, and support will be provided to them to join if they have not already. There is no maximum number of members in the Network.

15. There will be responsible roles for the Network. These include: Chair and Co-Chair. There will be further roles that take a Lead, in the following thematic areas: funding, membership, events, social media, policy paper, federation. Further thematic areas can be identified.

16. The Chair, Co-Chair and Leads will be appointed through an election process conducted by the Network. The Chair and Co-Chair must be voting members of the Network. Any member of the Network can run for election for the Lead roles. The Chair and Co-Chair can facilitate the appointment of members of the Network into a Lead role by consensus. These appointments will be made for the duration of in between Delegates Meetings, which take place annually.

17. The maximum term of office for the Chair, Co-Chair and Lead roles will be two 1-year terms. No member can serve for more than this, unless in extraordinary circumstances, this may be extended for up to six months to ensure a clear transition.

18. The Quorum of the Network is at least 25% of the voting membership present to make decisions. Voting members can request a proxy vote. Each voting member can hold a proxy vote for a maximum of one other voting member.

Roles and Responsibilities

• **Chair / Co-Chair**

- Oversees coordination and internal communication.
- Acts as a representative and spokesperson for the Network.
- Ensures ongoing tasks and responsibilities are managed.

• **Membership Lead:**

- Manages membership engagement and recruitment.
- Coordinates with membership organisations to encourage nominations.

• **Funding Lead:**

- Focuses on identifying funding opportunities and submitting applications.
- Managing budget to ensure resource maximisation.
- Communicating financial issues with the Chair & Co-Chair of the Network and the Treasurer of IFSW Europe.

• **Events Lead:**

- Leads on event organisation and planning to ensure there are regular events run relevant to experiences of new social workers.
- Supporting new social workers to lead events at established conferences, seminars, and workshops.

• **Social Media Lead:**

- Focuses on ensuring there are clear social media platforms to share the work of the Network, as well as to engage new members and build a platform to connect: Facebook, Instagram, LinkedIn, IFSW webpage.

• **Policy Paper Lead:**

- Focuses on ensuring the policy paper is co-produced with members of the Network and produced in a timely way for presentation at the Delegates Meeting.

• **Federation Lead:**

- Focuses on establishing and maintaining links and relationships across the Federation.
- Supporting members of the Network to engage with different representatives roles across the Federation.

Work Methods

- The Network works within IFSW Europe and is required to present a formal report to The Delegates of IFSW Europe at least once a year to the Delegates Meeting.
- The role of The Executive and The Delegates of IFSW Europe is to either; approve, dismiss, or refer back the recommendations of the Network.
- The Chair and Co-Chair, with the Leads, will maintain an annual work programme which will set agendas for each meeting and ensure the Network achieves planned objectives and outputs throughout the year. This must be flexible enough to allow for the discussion of issues as they arise. This work plan will fit within and respond to the overall IFSW Europe work-plan.
- There will be appropriate consultation with Network members by email and/or virtual meetings in respect of urgent issues with significant implications. Urgent and important issues can be agreed outside of the normal cycle of meetings by the Chair, Co-Chair, Leads and IFSW Europe Executive.
- Decisions of the Network will be formally made by a majority consensus agreement of the Network voting members.
- Network decisions and relevant non-confidential papers will be made readily available to members.

The background is a solid dark blue. In the four corners, there are decorative white line art elements resembling circuit boards or neural networks, with lines and small circles connecting them.

IFSW Europe

Representatives to

Organisations

Information

Representative to the European Social Platform

- **Representative: John Brennan, Ireland (wider team)**
- **Latest report here that details recent and future activities:**
<https://www.ifsw.org/wp-content/uploads/2020/01/Item-12-European-Social-Platform-Representative-Report.pdf>
-
- *IFSW Europe has been a member of the European Social Platform since April 2009.*
- *The Platform of European Social NGOs (Social Platform) is the alliance of representative European federations and networks of non-governmental organisations active in the social sector.*
- *The Social Platform and its members are committed to the advancement of the principles of equality, solidarity, non discrimination and the promotion and respect of fundamental rights for all within Europe and in particular the European Union.*
- *The Social Platform promotes social justice and participatory democracy by voicing the concerns of member organisations.*
- www.socialplatform.org

Representative to the European Anti-Poverty Network (EAPN)

- **Representative: Birthe Povlsen, Denmark**
- **Latest report here that details recent and future activities:**
<https://www.ifsw.org/wp-content/uploads/2020/01/Item-12-European-Anti-Poverty-Network-report-2023-2024.pdf>
-
- *IFSW Europe joined EAPN membership in June 2012.*
- *EAPN is an independent network of non-governmental organisations (NGOs) and groups involved in the fight against poverty and social exclusion in the Member States of the European Union, established in 1990.*
- *EAPN is one of the founder members of the Social Platform and has a long history of successful campaigning and lobbying on behalf of impoverished and excluded individuals and groups.*
- *A high proportion of the difficulties of social work service users arise directly from poverty or give rise to it and our profession needs to be formally linked to networks of individuals and organisations committed to securing a more equal society, therefore we encourage member organisations to establish local links with EAPN networks in their own countries and to support EAPN's campaigns.*
- <http://www.eapn.eu>

Representative to the FRA (European Union Agency for Fundamental Rights)

- **Representative: Enric Torras, Austria**
- **Latest report here that details recent and future activities:**
<https://www.ifsw.org/wp-content/uploads/2020/01/Item-12-European-Union-Agency-for-Fundamental-Rights-FRA.pdf>
-
- *IFSW Europe was admitted to the EU Fundamental Rights Platform (FRP) in February 2010.*
- *FRA is an advisory body of the European Union (EU). It was established in 2007 by the EU and is based in Vienna, Austria.*
- *The FRA helps to ensure that the fundamental rights of people living in the EU are protected. It does this by collecting evidence on the situation of fundamental rights across the EU and using this evidence to provide advice on how to improve the situation.*
- *The platform is a network of NGO's committed to challenging human rights abuse and injustice. FRA is an invaluable source of research and information about human rights developments relevant to our practice as social workers.*
- <http://fra.europa.eu/en>

Representative to the UN (United Nations)

- **Representative: Herbert Paulischin, Austria (wider team)**

- **Latest report here that details recent and future activities:**

<https://www.ifsw.org/wp-content/uploads/2020/01/Item-12-United-Nations-Regional-commissioner-report.pdf>

Representative to the Council of Europe/CINGO

- **Representative: Ruth Allen, United Kingdom**

- **Latest report here that details recent and future activities:**

<https://www.ifsw.org/wp-content/uploads/2020/01/Item-12-CINGO-Representative-report-form.pdf>

- *IFSW Europe has designated representatives for the Council of Europe. The Council of Europe, based in Strasbourg (France), now covers virtually the entire European continent, with its 47 member countries. Founded on 5 May 1949 by 10 countries, the Council of Europe seeks to develop throughout Europe common and democratic principles based on the European Convention on Human Rights and other reference texts on the protection of individuals. The primary aim of the Council of Europe is to create a common democratic and legal area throughout the whole of the continent, ensuring respect for its fundamental values: human rights, democracy and the rule of law.*
- www.coe.int

Representative to the Global Permanent Committee on Ethics

- **Representative: Gabriele Stark-Angermeier, Germany**
- **Latest report here that details recent and future activities:**
<https://www.ifsw.org/wp-content/uploads/2020/01/Item-12-Ethics-Commission-regional-commissioner-report.pdf>

Representative to the Education Commission

- **Representative: Nicolai Paulsen, Denmark**
- **Focus currently: are the Global Standards of Education being implemented?**
Primary focus will be on rolling out global standards, share with other regions how they may approach the task, involving national associations, and promoting the global standards
- **Link to report: <https://www.ifsw.org/wp-content/uploads/2020/01/Item-12-Global-Education-Commission-report.pdf>**

Representative to the International Psychogeriatric Association (IPA)/Social Work and Ageing

- **Representative: Geraldine Nosowska, UK**
- **Latest report here that details recent and future activities:**
<https://www.ifsw.org/wp-content/uploads/2020/01/Item-12-Social-Work-and-Ageing-Representative-report.pdf>

Representative to the Indigenous Commission

- **Representative: Margaretha Karlberg Uttjek, Sweden**
- **Latest report here that details recent and future activities:**
<https://www.ifsw.org/wp-content/uploads/2020/01/Item-12-Indigenous-Comission-report.pdf>

Representative to EUROCHILD

- **Representative: Anna Deneher, Ireland**
- **Latest report here that details recent and future activities:**
<https://www.ifsw.org/wp-content/uploads/2020/01/Item-12-Eurochild-report.pdf>

Further information

<https://www.ifsw.org/wp-content/uploads/2020/01/Item-7-Report-of-Progress-on-our-Workplan-2023-2024.pdf>

<https://www.ifsw.org/wp-content/uploads/2020/01/Item-7-ANNUAL-REPORT-OF-ACTIVITY-AND-IMPACT-IFSW-EUROPE-2023-24.pdf>



THANK YOU

NEWSOCIALWORKERS@IFSW.ORG

europe

**new social workers
network**