**IFSW Europe e.V.**

**Minutes Delegates Meeting 2022**

28-30 October

**COUNTRIES IN ATTENDANCE:**

1. Austria
2. Armenia
3. Azerbaijan
4. Czech Republic
5. Denmark
6. France – online on ZOOM
7. Finland
8. Germany
9. Greece – online on ZOOM
10. Ireland
11. Italy
12. Iceland – online on ZOOM
13. Israel
14. Lithuania
15. Malta
16. Netherlands
17. Norway
18. Portugal
19. Romania

Spain – online on ZOOM

1. Sweden
2. United Kingdom

**OTHER PARTICIPANTS:**

Mr. Rory Truell - Secretary-General of IFSW

Yana Melnychuk – president of Ukraine Association of Social Workers - observer

David Jones – United Kingdom – minute taker

**Friday, 28th October**

1. **WELCOME & FORMALITIES**

The formal welcome started on 14th October at 14:00 CET in Berlin.

Gabrielle Stark from the German association opened the meeting by welcoming delegates and presenting some information about Berlin and the association hosting.

Ana Radulescu proceeded with explaining some organizational aspects of the meeting: notes were taken and shared live by David Jones (UK), announcing other participants and the card with the flag for each country was offered.

1. **WELCOME AND OPENING OF THE DELEGATES MEETING**

There were 21 countries voting.

Ana Radulescu announced the number of countries participating. Nicolai Paulsen (Parliamentarian) confirmed the quorum for the meeting – 21 countries (Quorum is 50% of paid up members = 20 countries and they were present at the start of the meeting)

1. **PROCEDURES FOR THE DELEGATES MEETING**

The first procedures for the meeting were voted:

* 1. **Agenda of the meeting 2022**
* *Proposed: Portugal*
* *Seconded: Finland*
* *Carried: unanimously* 
  1. **The parliamentarian of the meeting –**IFSW Executive propose Nicolai Paulsen (Denmark).
* *Proposed: Malta*
* *Seconded: Sweden*
* *Carried: unanimously* 
  1. **The person taking the minutes –** IFSW Executive propose Teodora Dobre (IFSWe Honorary Secretary) and David Jones as Minute Takers
* *Proposed: Germany*
* *Seconded: Lithuania*
* *Carried: unanimously* 
  1. Proposal for Jaana Manssila (Finland) and Gabriele Stark-Angermeier (Germany) to be the **Tellers**of the meeting.
* *Proposed: Netherlands*
* *Seconded: United Kingdom*
* *Carried: unanimously*
  1. **Approval of the other participants**

Yana Melnychuk

* *Proposed: Austria*
* *Seconded: Finland*
* *carried: unanimously*

David Jones

* *Proposed: Armenia*
* *Seconded: Norway*
* *carried: unanimously*

All of the votes were carried on Friday the 28th October 2021, between 14:00 – 15:30 CET.

* 1. **Executive Committee Election clarification**

Ruth Allen from United Kingdom described the process of application. Also announcing that the application can still be submitted until 5 pm on the 1st Day of the Delegates Meeting.

**4. THE MINUTES OF THE DELEGATES MEETING 2021**

The Minutes of the Delegates Meeting 2021 were approved by this meeting.

* *Proposed: Denmark*
* *Seconded: Romania*
* *Carried: unanimously*

All of the votes were carried on Friday the 28th October 2021, between 14:00 – 15:30 CET

Aspects related to the online participation – there were 4 countries participating online on ZOOM: Greece, France, Iceland and Spain. However, due to technical issues, they could not be included as voice – they were in chat contact with Teodora Dobre, they had the notes shared live on screen and could raise issues in chat online.

A hashtag for the online posting was created: #IFSWE22

Last subject on this item was related to the voting of the member for the Executive Committee. Ana Radulescu invited Ruth Allen to report on how many applications were: 3 in total. She also announced that those interested can still send their application until the end of the first day of the Delegates meeting.

**5. WORK PROGRAMME 2021-2022**

The work program 2021-2022 was reported at the Delegates Meeting. This presentation included the also the summary of each representative's report and a presentation of the representatives including John Brennan, Birhte Povlsen, Josien Hofs, Ruth Allen, Graca Andre, Herbert Paulischin, Nicolai Paulsen, Jane Shears, Marcin Boryczko.

The Report for the Work Programme was also made available on the online page of the Delegates Meeting: <https://www.ifsw.org/delegates-meeting/>

Vote to approve the report of activity 2021-2022:

* *Proposed: Sweden*
* *Seconded: Israel*
* *Carried: unanimously*

All of the votes were carried on the 30th October, between 09:00 – 11:00 CET

**6. LEGAL BODY**

This item was only for reporting and discussion. No voting was planned for this item of the agenda.

Brian Auslander - The collaboration between IFSW (Brian) and the auditor in Berlin works extremely well. IFSW Europe is a legally registered organisation under German law which akes it easier to claim funding for projects. There have been significant problems resolving challenges with the German legal system but this is now resolved and everything is in order. IFSW Europe is recognised as a legally registered association now.

**7. FINANCE**

Brian Auslander (Treasurer) presented this item and helped with clarifications. It was organized on Friday 28th October, 16:00-17:30 CET.

Approval of the Treasurer report 2021 and Auditor report 2021 were proposed to be carried on the 28th October to assure enough time to participants to access information before voting.

7**.1. Treasurer report 2021**

This item was listed for approval.

The approval of the Treasurer Report. The document was made available on the IFSW website.

* *Proposed: Austria*
* *Seconded: Sweden*
* *Carried: unanimously*

**7.2 Auditor report – 2021**

The approval of the Auditor report. The document was made available on the IFSW website.

The countries were invited to PROPOSED and to SECOND a motion to approve the Treasurer report & Auditor report.

* *Proposed: Romania*
* *Seconded: Denmark*
* *Carried: unanimously*

**7.3. Presentation budget for 2022**

This item was listed for voting.

Some clarification related to the membership fee income was made.

200,532 – total members reported by Global

Expected income from membership fee is 40,156.40 Euros

Actual income – 31,391.60 Euros

The report for the budget was made available on the IFSW website: <https://www.ifsw.org/delegates-meeting/>

IFSW Europe Treasurer, Brian Auslander was available to take questions and comments.

**8. IFSW EUROPEAN CONFERENCE ON SOCIAL WORK**

8.1. IFSW EUROPEAN CONFERENCE ON SOCIAL WORK 2021

A presentation about the online IFSW European Conference on Social Work 2021 has been made by the Chair of the meeting, Ana Radulescu. She presented the feedback from the participants which was a positive one.

8.2. IFSW EUROPEAN CONFERENCE ON SOCIAL WORK 2023

The next IFSW European Conference on Social Work is scheduled for May 21-24, 2023 – Czech Republic – Prague

Ana Radulescu has presented details about the ongoing organization of the Conference and some of the challenges that came alongside that (change in leadership in the National Association in Czech Republic, lack of communication for a period). The main thing is that all is well now, IFSW Europe is involved in organizing the Conference and things are already on the move related to registration of people and building up a program for the conference.

The delegates from Czech Republic had then proceed to present more details about the association in Czech Republic. The presentation was published online on the page of the Delegates Meeting.

The main theme of the conference is – a social Europe is possible so nobody is left behind.

**8.3. IFSW EUROPEAN CONFERENCE ON SOCIAL WORK 2025**

Previous to the current Delegates Meeting, IFSW Europe Executive has launched the calling for expressions of interest from member organizations willing to host the IFSW European Conference 2025.

Norway was an applicant for 2025, all the documents were submitted and then published online on the website: <https://www.ifsw.org/wp-content/uploads/2020/01/22-00068-16-Presentation-Application-to-host-the-IFSW-Conference-in-2025-472949_1_0.pdf> - all details are included in the presentation.

A short presentation was made by the Norway association on the last session of the 1st Day of the Delegates Meeting 2022.

Proposed date: 6-8 October 2025

Proposal to organized the IFSW European Conference 2025 – vote results:

* *Proposed: The Netherlands*
* *Seconded: Italy*
* *Carried: unanimously*

**Other Details**

Last details of the day were related to the change of presidency of IFSW Europe in 2024. A call for nomination will be soon launch and proposals for the next president will be received. Ana Radulescu is ending her mandate in 2024 and passing on to the next one with the promise of offering support for one year after the end of her mandate (to transfer all data and information and to also make sure the transition is done properly).

Germany has invited everyone at dinner at 8pm on the first day of the Delegates meeting.

End of the first day.

**Saturday, 29th October**

**9. Election for the executive team member**

Presentation of the candidates

The candidates presented their motivation to being part of the Executive Team:

* **Andreas Pedersen Kikvik (Norway)**
* **Paola Pontarollo (Italy)**
* **Birthe Povlsen (Denmark)**

**Votes will be carried on Sunday the 30th 2022.**

**Related to the EU projects of IFSW Europe there has been a proposal to have a separate budget for each EU project (to send it to accountant and auditor):**

* *Proposed: Austria*
* *Seconded: Germany*
* *Carried: unanimously*

At the Saturday sessions, the delegates discussed the projects implemented by IFSW Europe and how they can get involved. Representatives were able to connect IFSW Europe projects with their work for next year. Some sessions of the day were organized as group discussions.

1. **Project: The Community Social Work Centre and Social Work Hub – Kamianets - Podilskyi Province**

Funds: IFSW Europe donations

A presentation of the project has been made by Rory Truell and Herbert Paulischin and Yana Melnychuk (President of Ukraine Association of Social workers) also had an intervention in relation to the Ukraine situation and the project.

The project has 2 phases:

PHASE 1 - working at borders supporting people fleeing

PHASE 2 pilot – building partnership with local communities in Ukraine – government interested to see how it works and may expand

Kamianets-Podilskyi Province is in the centre of Ukraine – not at front line - 30,000 residents plus now 30,000 refugees. Many people were not paid since the war started – most men 18 – 65 are at front line. Social work principle – recognise skills and resources of people who are there – IDP (internally displaced people) and local population – how to release that capacity.

Other important aspects: How to stimulate local economy – lead own development – when loads of ‘free’ supplies which destroy the local economy

The project started to create a community partnership by offering credit vouchers for community activity and assistance which led to stimulated community activity that restores pride and dignity.

The project is evidence of trust and solidarity evident in the federation.

Other agencies are watching the work IFWS Europe is doing in Ukraine, including UN agencies, and this may be an excellent practice example.

1. **Project: Increasing responsiveness to citizen voice in social services across Europe**

Funds: EU

A holistic presentation of the project has been made.

IFSW Europe is a partner in the project– have won funding from European Union for this project and is now negotiating how the project will be organised further on. Dissemination and communication is a key role for IFSW in the project. Focus is citizen involvement in social services – community based disabled and mental health, child protection, young people at risk of social exclusion.

A paper with details about the project and will be sent to member organisations, together with an email inviting each member to propose a person of contact that will be updated about the project.

A proposal to have 4 people to be involved from IFSW in developing the project – Teodora Dobre (managing the overall EU project), Nicolai Paulsen (work on IFSW governance + education link), Rory Truel (to link with website and publications), Brian Auslander (managing finance).

Proposal to continue on with the project:

* *Proposed: Germany*
* *Seconded: United Kingdom*
* *Carried: unanimously*

1. **Project: A social Europe is possible! The Young Generation of Social Workers are the Spearhead of Change (A report will be sent in advance)**

Funds: IFSW Global

Herbert Paulischin introduced the project on involving new social workers in IFSW Europe. Noted that the project has inspired activity in other IFSW regions

This was the closing activity of this project – next stage is to decide how to continue and was opened for group discussions as an opportunity to give feedback including examples of activities to support introduction of new social workers into the associations and their profession.

A presentation of the project has been made by Omar Mahomed and team. After this people were invited to process some questions, in groups, and then report to all shortly. All important feedback and ideas were sent to Omar and the young social workers team.

1. **Project: Developing eco-wisdom – leave no one behind!**

Funds: IFSW Global

A presentation of the project has been made by Josien Hofs.

Project started 2 years ago – funding from IFSW global.

Paper report was posted on the website.

New themes: Indigenous knowledge and New partnerships/

Topics for table discussions

1 example from Europe

2 results from questions for research

3 forming of working group and formulating tasks

4 influencing social work education programmes

5 do we need to do more on European level?

Participants moved to have discussion around standing tables in the refreshment room and then came back and reported to the room.

1. **Project: Social workers for transformational and sustainable social protection in Europe**

Funds: IFSW Global

A presentation of the project has been made by John Brennan and Birthe Polvsen.

John reported back on work already undertaken at different events connected with the European Pillar of social rights. Chapter 3 of the pillar talks about social protection and inclusion. There are a number of complementary pieces of work coming together. European care strategy was published in September 2022. Focus on high quality and affordable care services. Social Platform produced first draft of the response with timescale of 2030. A further piece of working concerned the working conditions and training for care staff. We want to develop an IFSW response and hope to start having that discussion today. A key issue is the legal status of the strategy as recommendations and the role of social workers as witnesses of the impact of poverty.

Action: contact John if you would like to be involved in preparing the IFSW response.

Birthe: recapped on minimum wage work and looking to the future about minimum income work. Poverty defined as not simply a lack of economic means but a multi-dimensional phenomenon. It is not only about income but about a quality of life and that social workers have a key role in the development, implementation and monitoring of minimum income work locally and nationally.

Questions – for discussion in the room and colleagues online.

• Do we want to make a statement as an organisation on minimum income?

• How can we support members organisation in working with the national level?

• What is IFSW option on a directive or not?

1. **Discussion on the definition of ’Social Services’**

The Executive Committee has discussed this – noted new project in March – suggest we postpone this discussion until the next Delegates Meeting – May 2023

This was agreed by consensus.

1. **Project: IFSW Europe Poverty Watch Report 2022**

A presentation of the project has been made by Birthe Povlsen. IFSW and European Anti-Poverty Network (EAPN) continue to work well together. A report was made available online.

1. **Reports from IFSW President and Secretary General (IFSW Global)**

Ana Radulescu (IFSW Europe President) and John Brenan (IFSW Europe vice president) represent IFSW Europe on the Global Executive. Rory Truel was at the Delegates meeting on behalf of Joachim Mumba - the IFSW Global president.

Rory Truel: “We have negotiated our way through the pandemic. Social work principles and actions have supported people and their safety. The IFSW federation members in the room acted quickly and lobbied governments to keep the public safe. As a consequence of our actions, social work became increasingly recognised as an essential service – not a luxury.”

A detailed report of IFSW activity was made during this session.

End of the second day.

**Sunday, 10th October**

1. **Approval of the work programme 2022-2023**

The work program 2022-2023 was reported at the Delegates Meeting. There were no significant changes to the work programme as IFSW Europe wishes to continue the work it has started.

The Report for the Work Programme was also made available on the online page of the Delegates Meeting: <https://www.ifsw.org/delegates-meeting/>

* *Proposed: Ireland*
* *Seconded: Armenia*
* *Carried: unanimously*

All of the votes were carried on the 30th October, between 09:00 – 11:00 CET

1. **Finance**

**18.1 Appointment of an independent auditor 2023**

This item was listed for voting. The proposal was to continue with the same auditor and also the Executive Committee is in discussion about implementing a digital audit system also.

* *Proposed: Norway*
* *Seconded: Lithuania*
* *Carried: unanimously*

All of the votes were carried on the 30th October, between 09:00 – 11:00 CET

**18.2 Approval of the Budget 2023**

This item was listed for voting.

Austria proposed that the new EU project is presented in the future as a separate budget line. Treasurer and the Executive Committee: agree that there must be a separate budget line for major projects and they will have a separate audit – at the next meeting there will be a proposed amended budget with the new EU project as a separate line

Then executive Committee proposed to accept the budget for 2023 as presented on the 1st day of the meeting. One mention is that the membership fee remains at 0.20 cents per member declared.

* *Proposed: Malta*
* *Seconded: Austria*
* *Carried: 1 abstain from Romania, none against*

All of the votes were carried on the 30th October, between 10:00 – 12:00 CET

The proposed budget was made available on the IFSW website: <https://www.ifsw.org/delegates-meeting/>

IFSW Europe Treasurer, Brian Auslander and the Executive Committee were available to take questions and comments.

**19. Elections of the Executive**

The current IFSW European Executive:

President of IFSW European Region – Ana Radulescu – Romania (2020-2024)

Vice-president of IFSW European Region – John Brennan – Ireland (2019-2022)

IFSW European Treasurer – Brian Auslander – Israel (2019 – 2021)

European Executive Committee Member – Josien Hofs – Netherlands (2019 -2021)

European Executive Committee Member – Birthe Povlsen – Denmark (2020-2022)

European Executive Committee Member – Paola Pontarollo - Italy (2020-2022) – THIS POSITION WAS OPEN FOR ELECTION

The vacancies:

The Elections Officer confirmed:

1. that there are two vacancies for members of the Executive and a vacancy for a Deputy. There are three nominations as reported at the start of the meeting. All the applications and personal CVs have been available online.
2. there was one ballot paper per country
3. each country could vote for up to 2 people
4. in case of equal votes, it is necessary to vote again.

The Parliamentarian clarified that those who are online and not in the room can vote by private chat to the minute taker. Those online votes will count in the total.

During this year’s Delegates Meeting two executive committee members and a deputy were elected for a period of two years.

The nominations:

The following people were nominated:

Andreas Pedersen Kikvik (Norway) – Member of Executive

Birthe Povlsen (Denmark) – Member of the Executive

Paola Pontarollo (Italy) – Member of Executive

The IFSW Europe Election Officer was Ruth Allen (UK).

Voting results for the Executive Member:

Total votes: 20 countries voting

Andreas Pedersen Kikvik (Norway) – 16 votes

Birthe Povlsen (Denmark) – 12 votes

Paola Pontarollo (Italy) – 12 votes

Andreas Pedersen Kikvik (Norway) – was elected as member of IFSW Europe Executive Committee.

Voting results after the 2nd round:

Because there was a tie between two candidates, a second round was organized.

Birthe Povlsen (Denmark) – 8 votes

Paola Pontarollo (Italy) – 12 votes

Paola Pontarollo (Italy) was the elected as member of the Executive Committee.

Birthe Povlsen (Denmark) was elected as Deputy for the Executive Committee.

The voting was carried on the 30th October, 09.00-11.00 CET.

Each delegate was appointed by their member organisation to vote. Only one vote per country was registered.

IFSW European Tellers followed the voting process and provided the final result of the voting.

1. **Appointment of the representatives**

The Representatives are listed below:

**Representative to the Council of Europe**

Representative: Ruth Allen (United Kingdom)

**Representative to the European Social Platform**

Representative: John Brennan (Ireland)

Support team: Birthe Povlsen (Denmark)

**Representative to the European Anti-Poverty Network**

Representative: Birthe Povlsen (Denmark)

Support team: John Brennan (Ireland)

**Representative to the EU Fundamental Rights Platform**

Representative: Graça André (Portugal) – open for replacement

**Representative to the United Nation**

Representative: Swetha RAO DHANANKA (Switzerland) for UN Geneva

Herbert PAULISCHIN (Austria) for UN Vienna.

Support team: Sibylle Mani and Leroy and Klaus

**Representative to IFSW Global Education Commission**

Representative: Nicolai PAULSEN (Denmark)

Support team: Karin Landsbergen (The Netherlands) and Graça André (Portugal)

**European contact person for the Global Human Rights Commission**

Representative: Marcin Boryczko (Poland)

Support team: Kristin Evertz (The Netherlands) and Sussane Both

**European contact person for the Global Permanent Committee on Ethics and a support team**

Representative: Gabriele Stark-Angermeier (DBSH German Association)

**Representative to IFSW Global Indigenous Committee**

Representative: Margareta UTTJEK (Sweden)

**Representative to EuroChild:**

Representative: Anna Deneher (Ireland)

Support Team: Sisi (Denmark) and Olga Verikaki (Greece)

**IFSW Europe e.V Election Officer**

The job of the Election Officer is to ensure that IFSW Europe’s elections conform to the Federation’s statutes and byelaws.

**Ruth Allen** from the United Kingdom currently undertakes these duties.

1. **Other issues**

The President invited delegates to reflect on the meeting, exchange ideas, explore new ideas for the future and report on national activities.

Denmark – proposed exploring a way to share experience of recruiting social workers and social work students. There is a shortage of new recruits in Denmark. Delegates were asked if there are challenges to recruit new social workers in other countries. It was suggested that this could be discussed in the 2023 Delegates Meeting as a project for the 2023/4 work programme.

David Jones reported on the IFSW global project on the working conditions of social workers – an article is to be published in International Social Work very soon. [The Article was published during the meeting period (Ravalier, J., D. Jones, R. Truell and P. McFadden (2022) "Global social work working conditions and wellbeing." International Social Work https://journals.sagepub.com/doi/abs/10.1177/00208728221112731).

Ireland agreed with the comments from Denmark and reported that there is a problem of recruitment and retention of social workers with a growing problem of attracting new people into social work. This appears to be a systemic problem with local agencies competing with each other for the same small pool of recruits. There is a fear that, if social work agencies cannot recruit, other professions will ‘colonise’ the field of social work and take over the work. This would have a bad impact on current and future service users who suffer because of the lack of staff.

It was suggested that IFSW Europe should develop a knowledge pool for sharing ideas and experiences.

Malta agreed and mentioned the same issues. There are fewer new social workers and more people leave the profession early. This is a major problem; government is recruiting ‘social welfare professionals’ who then are given the same work as social workers. People who are not qualified end up doing the core social work task. Malta has initiated social work awards to celebrate social work achievements in partnership with other professions.

The President responded with the following observations:

1 Increasing number of requests are received about whether IFSW provides training for social workers – should we provide entry level training to explain the role of social work?

2 noting hard work by the new social worker group – still involved even though the project has finished – work continues on issues raised

3 President has contact with newly qualified social workers in her country who find the work very demanding without sufficient support and end up being ill – we need to provide more support to newly qualified social workers

Germany agreed that it is good to have a discussion about problems of recruitment. There is a need to also consider ‘conversion’ Training for people from a related social field. Should people get access to a social work qualification with credit for work in a related field so it is not necessary to do a 3-year full-time bachelor degree?

Romania reported on a comparative survey on recruitment of social workers which was undertaken in the country and published in English. The objective was to have a policy paper to stimulate social workers to work in areas where there is currently a lack of social workers (especially in rural areas).

**World social work day 2023 – 21th March 2023 was mentioned**

**Theme: Respecting Diversity Through Joint Social Action**

**New members**

The IFSW Secretary General announced that there will be notice sent to national organisations very soon about proposals for new members - Ukraine, Guinea-Bissau, Kazakhstan. These have been carefully screened by the relevant regions. A quick response from member organisations is requested. It was also reported that the Ukraine association is planning to develop training courses on practical social work.

The Vice President thanked all participants for their participation and contributions and observed that the work is possible because of mutual support and joint activity.

1. **The next IFSW Europe delegates meeting 2023**

The next Delegates meeting will take place in Prague, Czech Republic, in May 2023.

* *Proposed: Czech Republic*
* *Seconded: Germany*
* *Carried: unanimously*

1. **End of meeting**

The President closed the meeting with thanks to all participants for constructive discussions and making good progress.

The meeting was officially ended at 12:10 CET