



REPORT OF THE STRATEGIC REVIEW OF NAPSWI 2019

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Preface

I was in India for the Asian Pacific Association for Social Work Education (APASWE) and International Federation of Social Workers - Asia Pacific (IFSW-AP) - India Network of Professional Social Workers' Associations (INPSWA), conference (September 18-20, 2019) and I continued to stay until the 7th NAPSWI Social Work Congress in Lucknow that took place in Lucknow (October, 11-13, 2019). Between these two major dates I visited several parts of India for lectures and workshops.

In most cities I invited members of NAPSWI and non-members to interact with me on important matters before social work profession. I also met with some erstwhile pro bono officers of Schools of social work in India; another apex body that existed in the late seventies and early eighties as a dynamic platform of academics that had a common agenda of educational standardization.

As a part of review, NAPSWI- Your Organisation: Your Voice 2019, survey was undertaken in the month of September and October 2019. Some glimpses of the participant survey were presented at the NAPSWI Seventh Congress of Social Work held in the precincts of the historic Lucknow University.

Admittedly the whole methodology I utilized meets the definitions of opportunistic research. I interviewed members of the executive committee and

general body members and attended their meetings to understand their processes firsthand. My surveys were canvassed through their Google group, website and NAPSWI social media platforms and WhatsApp. It was heartening to note that respondents had actually signed their survey responses. This characteristic of transparency from the members lends this report credibility and authenticity and suggests that members see NAPSWI as an organisation that they trust with their professional agenda.

I received written submissions in India and finally I conducted a survey on the first two days of the Conference and presented some salience at the conference and General body of NAPSWI. I held focus groups with practitioners of social work in Bengaluru, Ahmednagar, Chennai, Delhi and in Lucknow.

I was privileged to understand the issues and concerns of some academics that have been utilising the NAPSWI Google groups. The debates have been held in utmost candor.

I did invite some of the protagonists of new ideas for Indian social work, to the conference so that I could spend some more time and understand their concerns. Unfortunately, they did not take up the invitation.

I also invited some former executive committee members now living in Delhi,

suggested that I would call on their office, in vain. Members and non-members of NPSWI are clear on one thing, i.e., a need for NPSWI to grow from strength to strength. For a country that is poised to grow into six hundred odd schools of social

work sooner than later, as a professional membership based organisation that responds to practitioners, academics and the students, NPSWI seems to be the only pathway.



Venkat Pulla

21 December 2019

About NAPSWI

National Association of Professional Social Workers in India (NAPSWI) was formed in the year 2005 and registered as Society on 9th September 2015. NAPSWI dedicates its efforts to promote standards and status of social work profession in India. NAPSWI's purpose of existence has two folds; a) to promote the social work profession across the country and protect interests of social work professional and b) to improve services in social development and social welfare sectors. NAPSWI envisions creating a compassionate fraternity of professional social workers thereby taking specific actions to achieve excellence in social work teaching and practice.

Specific objectives of NAPSWI are as under;

- Increase awareness about social work profession at various levels.
- Promote the highest professional standards and ethics in the practice of professional social work.
- Advance the knowledge and practice base of social work interventions that enhance quality of life and standard of living of persons, their family and environment.
- Faster communication and foster support among professional social workers.

- Promote social change, empowerment and liberation of people to enhance their well-being adhering to principles of human rights and social justice.
- Promote research, action and other forms of continuing education for knowledge up-gradation of members.
- Advocate for programmes and policies to meet the needs of social work fraternity and its various clientele groups.
- Work to strive for better working conditions of work of social work professionals.
- Promote liaison activities with other professional organizations at regional / state / national or international level

About the Strategic Review:

In 2019, NAPSWI has entered in its 15th year of existence. This was considered a right time to look back, understand different aspects of the organization, analyze the context, enumerate its challenges and establish the long-term directions and priorities. As a learning organization, NAPSWI, has introspected in the past regularly. A few of NAPSWI's limitations includes (a) NAPSWI's communication/information sharing is not reaching all of the intended or possible audiences; (b) the needs and expectations of NAPSWI's members are diverse and unclear; (c) there are opportunities to collaborate more on (relevant) policy issues and to

communicate more with members on policy matters; (d) membership is ageing and has not effectively attracted educators, seasoned and young practitioners; and (e) grants have been difficult to obtain resulting as limited actions and services. However, there is a need to undertake a systematic review to understand priorities for the future.

The proposed exercise of developing NAPSWI's perspective plan aims at the following;

- Revisiting NAPSWI's mission, values, and vision of the future
- An analysis of trends that are impacting NAPSWI
- a summary of NAPSWI's strengths, weaknesses, opportunities, and threats
- the key areas that NAPSWI must address in the future;
- NAPSWI's long-range goals and objectives in each of the key areas

Till date, the journey of the organization has been encouraging. The journey to occupy a deserving space that academics and practitioners both enjoy committing to has been long and arduous. Today the membership of NAPSWI comes from Social Work training institutions, educators and practitioners and student members. NAPSWI took to organizing special seminars, annual Indian Social Work Congress, instituting awards to recognize contribution in field of academics and practice, scholarship to

social work students, publication of Social Work Journal and establishment of access free e- resource centre etc. in order to its professed goals to reach and serve its membership. Other organizational features are as under:

Governance Structure:

NAPSWI has a diverse board, represented by social work educators and practitioners. The Association has strived to work with its membership through the Executive Board that is very committed to the organization. NAPSWI is financially stable, its leadership is experienced, effective, responsive, and willing to change/improve; and it has a positive, national reputation.

1. Member Services:

NAPSWI provides many valuable services to its members provided such as information through email, social media, publications and website, good networking opportunities through the congresses and social media and google group advice on advocacy and legislative actions on an occasional basis

2. Use of Resources:

Efficient utilisation of resources receives a high priority in NAPSWI. The Executive committee members use technology; economically conduct the committee business through conference calls. The major events such as annual Indian Social Work Congress is

organised in partnership with academic institutions and in collaboration with relevant agencies as funding and knowledge partners.

3. Innovations and the ability to Change:

NAPSWI recognizes the importance of communicating/sharing information with, and listening to, its members. NAPSWI has brought out informational materials and resources to benefit its members. The Web site is being rebuilt to remain current with technological advances.

4. UN Consultative Status:

NAPSWI received consultative status with the United Nations (ECOSOC). Consultative Status to the United Nations Economic and Social Council (ECOSOC) is the highest status granted by the United Nations to non-governmental organizations (NGO's), thereby allowing them to participate in the work of the United Nations.



NAPSWI Strategic Review: 2019

Introduction:

Membership based associations come about as a result of professionals with

shared values and common interests. Professional social workers across the world have an expressed need for solidarity, review and support for their ongoing work. NAPSWI serves as a National Association of all trained social workers in India that represents practice, academic and research areas as of today. It is my understanding that the National Association of Professional Social Workers in India (NAPSWI) was formed in the year 2005. NAPSWI was conceived just around the time the Association of Schools of Social Work in India was folding down. However, there were social work associations with some strong regional bases of membership. Prominent associations for example had amongst its membership social workers who undertook studies in the field of medical and psychiatric social work. Around the same time distance education in social work was ushered in. NAPSWI initiators saw a need for a membership-based association that could meet all practitioners, academics and researchers' professional needs. They had reached a consensus about opening membership to all those who acquired degrees through distance education mode. Thus, an inclusive national association NAPSWI was born. Although it represents the predominant social work industry it isn't a trade union to represent or plead employment related matters or tenures of social work. Across the world associations of professional social workers from time to time take up

matters concerning employment of social workers. However, nothing precludes associations in India to represent its social work manpower; time and again NAPSWI makes it a point to advise the government or give its stand on matters pertaining to a specific field of social work. In the recent past its intervention and advice on the role of school based social workers is an example of policy advice to the government.

NAPSWI is the largest body of member-based association of social workers in India. It continues to strive for the provision of better services for its members.

What could be a better way than a membership consultation about service delivery and about their own ideas for the future services of membership needs? NAPSWI envisions its membership base a compassionate

[The Specific objectives of NAPSWI displayed are:](#)

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professional development needs of the social work fraternity in India, irrespective of their membership in the association. This is actually offering an opportunity each year for social work fraternity to seek membership as they enjoy attending the annual congress of social work and its proceedings. Each year there are new members added at the annual congress.

Going forward for an association is an important step in the direction of

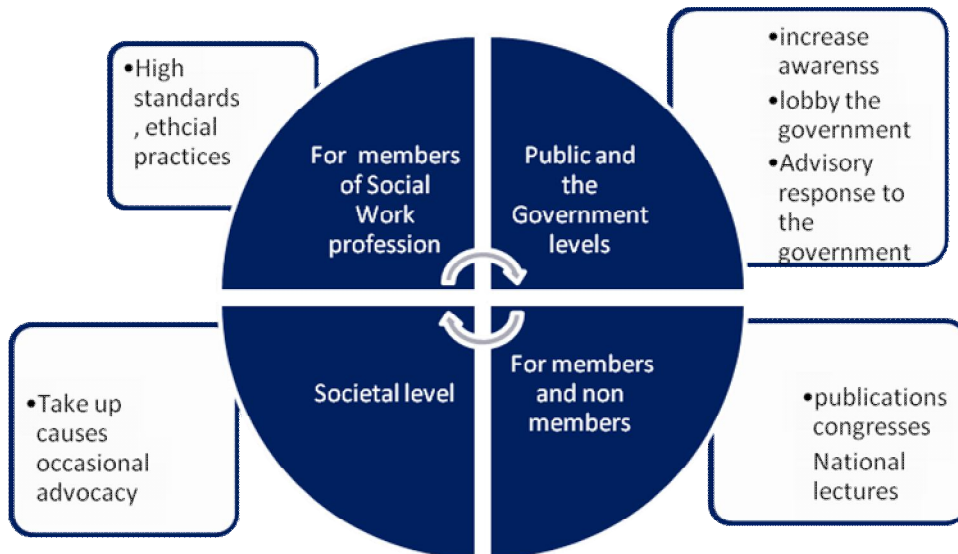
fraternity of professional social workers throughout the country that are interested in promoting excellence in education, training and practice of professional social work through - education, research, training, networking, advocacy, resource development.

- Faster communication and foster support among professional social workers.
- Promote social change, empowerment and liberation of people to enhance their well-being adhering to principles of human rights and social justice.
- Promote research, action and other forms of continuing education for knowledge up-gradation of members.
- Advocate for programmes and policies to meet the needs of

- social work fraternity and its various clientele groups.
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- Promote liaison activities with other professional organizations at regional / state / national or international level

The following diagram situates NAPSWI's services in contextual comparison with the rest of the prominent Associations of Professional Social Workers in the world.

Concentration areas of NAPSWI's Activities



Professional Social Work Membership based associations

NAPSWI India	BASW United Kingdom	NASW USA	AASW Australia
<ol style="list-style-type: none"> 1. Annual Membership for Students 2. Annual Social Work Congress 3. Best paper Awards (peer reviewed category in Congresses) 4. Best Student Paper Award 5. Books 6. Conference, Abstracts, Papers and Proceedings 7. Ethics Manual 8. Global Awards for Social Workers of Indian Origin 9. Gracious Membership - for over 60s 10. Journal 11. Life Membership for Social Work 12. Life Time Achievement Awards 13. Membership Certificates 14. Social Work Definition 15. Social Issues Comments and Advocacy (Occasional) 16. Special Lectures 17. Young Achievers Award for Practitioners 	<ol style="list-style-type: none"> 1. Annual Membership for SW 2. Annual Social Work Conference 3. Disqualified Member search by public 4. Ethics Manual 5. Journal 6. Member enquiries by Public 7. Membership Certificates 8. Membership enquiries by Public 9. Occasional Publications 10. Public Website 11. Retired half fee Membership 12. Retired Half fee membership 13. Social Issues Comments and Advocacy (regular) 14. Special Lectures 15. Student membership 	<ol style="list-style-type: none"> 1. Annual Membership for SW 2. Annual Social Work Conference 3. Disqualified Member search by public 4. Ethics Manual 5. Journal 6. Member enquiries by Public 7. Membership Certificates 8. Occasional Publications 9. Public Website 10. Retired half fee Membership 11. Social Issues Comments and Advocacy (regular) 12. Special Lectures 13. State Conferences 14. Student membership 	<ol style="list-style-type: none"> 1. Annual Membership for SW 2. Annual Social Work Conference 3. Branch/ State Conferences 4. Book Prizes for High GPA 5. Conference Abstracts 6. Disqualified Member search by public 7. Ethics Manual 8. Journal 9. Member enquiries by Public 10. Membership Certificates 11. One Special Lecture 12. Public Website 13. Retired half fee Membership 14. Social Work Definition 15. Social Issues Comments and Advocacy (regular) 16. Student- Field work Practice & 17. Student membership 18. Ten, Twenty, thirty years membership certificates

NAPSWI's Journey

Several initiatives have been taken up by NAPSWI to serve the above purposes. This includes, organizing special seminars, staging the annual National Social Work Congress, instituting awards of different categories to recognise the contribution in field of academics and practice within the country as well as global contributions by distinguished Indian social work diaspora, scholarship to social work students, and the publication of Social Work Journal and occasional books. More recently NAPSWI has co-sponsored the Asia Pacific (IFSW-AP) - India Network of Professional Social Workers' Associations (INPSWA), conference (September 18-20, 2019).

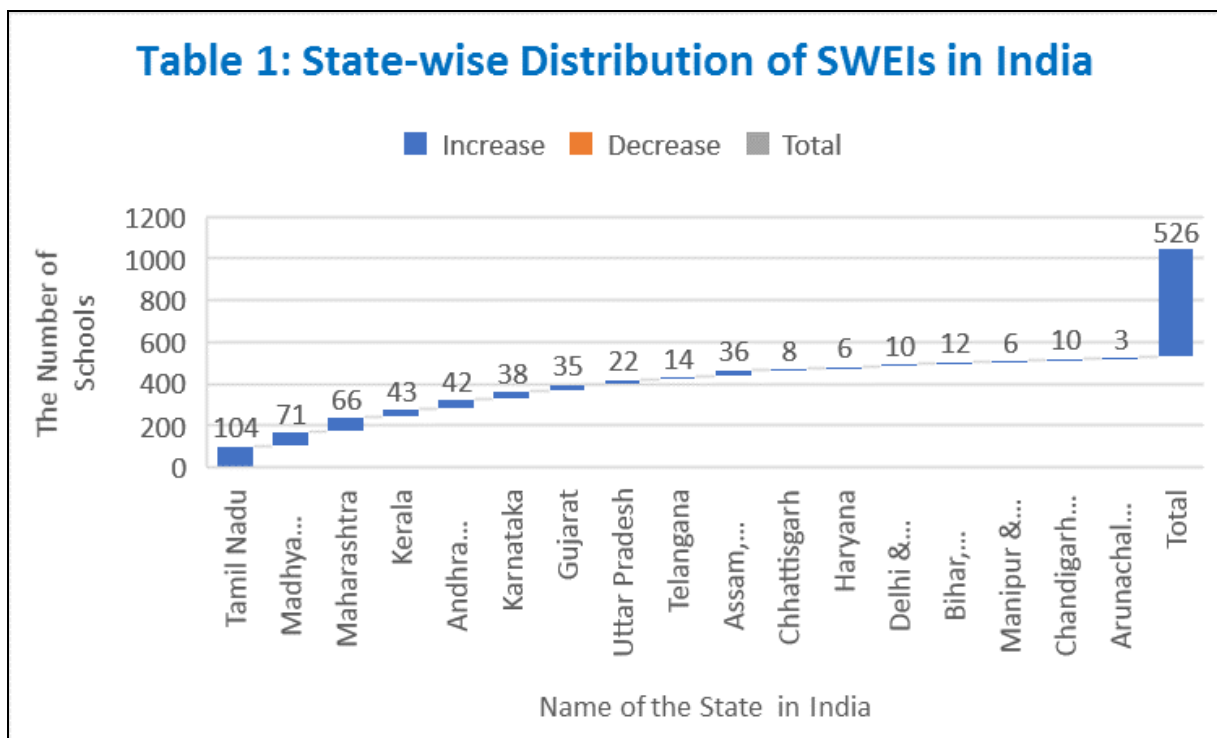


Table. 1 Reconstructed from Bhatt & Phukan, 2016, Social Work Educational Institutions in India: An Analysis, in Journal of Social Work Education, research and Action, Vol. 2, No, 1 Jan-April, 2016

Roughly over 31,560 students graduate from Schools of Social Work in India, each year. The scale at which graduates come out with BSW and MSW degrees is superb. The sheer canvass of schools and departments of social work in India in 2016 was 526 (Bhatt & Phukan, 2016). I have checked with several participants at the Lucknow congress in terms of the intakes in their schools and safely made an assumption that an average intake of 60 students per year yields that magic number. When I submit this report, it would be 2020. I would conservatively estimate that India would have

touched a seven hundred mark in number of schools that offer the undergraduate and post graduate social work. This makes NAPSWI's role gigantic.

NAPSWI's Achievements

1. Creation of INPSWA and membership of IFSW

NAPSWI leadership has created a network of professional organisation to become eligible for membership of international Federation of social Workers as a country. India has never been member of IFSW because there was no association of social work practitioners after the demise of IATSW in 1984. NAPSWI being an association of professional social workers (both as educators and practitioners) could have become member of IFSW but it preferred a network. Thereby, it has created an Indian Network of professional Social work associations (INPSWA). Through this organisation, NAPSWI became also co organizers of 25th IFSW Asia Pacific Social work conference.

2. Leadership at ICSW

Out of three international organizations related to social work field (IASSW, ICSW, and IFSW), two (ICSW and IFSW) offers the space to any professional organisation to join these organisation. NAPSWI has seized the opportunity -and

obtained full a category membership and became leader of ICSW, South Asia division.

3. Support to regional State level Organisations

NAPSWI leadership has supported regional associations to grow. Three states -Rajasthan, Uttar Pradesh, Uttarakhand, has initiated the process of forming state level associations. It supported to grow alumni associations in many schools.

4. Constitutional changes

NAPSWI has made changes its constitution and made it more functional. Most of the changes till date are a result of intense discussion.

Suggestions were made to have brought about two major changes: i) to create more representational executive committee through new constitutional amendments to provide 5 regional Vice presidents and 5 regional Joint secretaries from five regions of the country, and 11 executive members having representation to all regions.

Additionally, NAPSWI next general body may rescind the term of office of the Board to 3 years instead of the current practice of 4 years.

NAPSWI's ACTIVITIES: A Critical Analysis

1. NAPSWI census of SWEIs

NAPSWI had conducted and published most possible detailed account on Social Work Educational Institutions (SWEIs). It is in process of initiating the second round, after five years. NAPSWI should also collect data on passing out graduates from these SWEIs.

2. Publication of Journal

NAPSWI has begun its own official journal titled as *Journal Of Social Work Education, Research And Action* since 2013 and it is regularly publishing with a two issues backlog at the time of this report. In this regard, it has been included in the UGC CARE list which gives accreditation to the publication for considering their research work at par with recognized journal, in social work; it has achieved the status in short span of time. The other journal which is in UGC CARE list is *Indian journal of Social work* by TISS.

3. MMF NAPSWI Scholarships

Martha Farrell Foundation (MFF) was set up in memory of Dr Martha Farrel by friends and family. Dr Martha was a member of NAPSWI, killed in Afghanistan bterrorist while doing training to women's group. MMF NAPSWI scholarship was introduced in 2015 for students (two or three) of social work to complete their field work and it offers scholarships support for field research in the core areas of the Foundation's work on Prevention of Sexual Harassment at the Workplace (PSHW).

4. NAPSWI Life time achievement awards

National Association of Professional Social workers in India (NAPSWI) has instituted Life time achievement awards to recognize the work of professional social workers who have immensely contributed to the profession through different ways including the scholarship, actions, research, practice and organisation building. There are following four awards:

1. NAPSWI Life time Achievement Award to a Professional Social Worker who genuinely worked for protection and promotion of the rights and interests of social work

profession and its members at different levels.

2. NAPSWI Life time Achievement Award to a Professional Social Work Practitioner who made distinct contribution in any specific area of social work practice

3. NAPSWI Life time Achievement Award to a Social Work Professional of Indian Origin who addressed the social work issues at globally and strengthened Social Work Education and practice at international level

4. NAPSWI Life time Achievement Award to a Professional Social Work Educator of who has made significant contribution to social work profession and enriched knowledgebase of Social Work Profession.

This year, Young social workers award has also been instituted which is a welcome step.

5. NAPSWI Publications- Books, abstract books, souvenirs

NAPSWI has published a pledge (2013) and Code of ethics (2016). Both are relevant contribution. In 2018, NAPSWI has come out the definition of social work, probably first time by any organisation in India.

“Professional social work is based on democratic values, humanitarian philosophy with central focus on the human relationships and human dignity. In India, the profession of social work draws its strengths from indigenous wisdom, constitutional commitment for equality, social justice and human rights, and scientific knowledge base. Its professional practice contributes to macro level understanding and policy change while continuing to focus on people at individual, group and the community levels. As a practice-based profession its interactions enrich institutions and systems at all levels through culturally responsive interventions that aim at individual and social wellbeing. Its central concerns are empowerment of vulnerable, oppressed, and marginalised sections of our communities and as a practice it endeavour to partake in social change, sustainable development through participatory and collaboratory processes with people in need, institutions and the state.”

This definition is broader than global definition and it can serve a base to give the direction to social work programmes in India in future.

It has published an abstract book and a souvenir on each occasion of its annual Indian Social work Congress every year since 2013. So far, NAPSWI has published 12 books, Code of Ethics, the pledge and six books are in process.

6. NAPSWI's Make Your Own e- library

NAPSWI has discussed a programme called Develop Your Own e library wherein e-material of social work importance is provided through group mail.

NAPSWI's Campaigns: Few observations

I am being informed that NAPSWI has designed and implemented three campaigns.

1. NADA India NAPSWI wellness campaign
2. Campaign for appointment of School social workers in schools
3. Campaign for formation of Council on social work education and practice

Its campaign on wellness is given in detail. The other two campaigns are of recent origin (a summary is given as annexure). It is difficult to assess their impact but can be treated a good start. These campaigns should be taken seriously by NAPSWI leadership.

Looking ahead:

In 2019, NAPSWI has entered, its 15th year of existence. NAPSWI is a text book example of a learning organisation. Learning organizations are interested in continuous improvement, year after year in their activities. But for this to happen a leadership that is committed and dedicated has to be in place and for NAPSWI this has been possible with excellent combination of practitioners

and dedicated academics. An executive committee member, Manish Singh, a Senior Practitioner of Social work felt that it was time that as an organisation, NAPSWI looks into the future.

'These fifteen years, we have achieved quite a bit, and we are now passing through some challenging times. Social work is being re-interpreted by people in different ways. The political elites take it for granted that one wouldn't need a degree to do become a social worker. There are others who are looking into re-inventing social work that meets social cultural needs of the people we serve. Clearly, sooner than later we need to deliberate on the long-term directions and priorities for social work in India'

Manish Singh, Practitioner, Executive Committee Member, Personal Communication, 22, September, 2019

As Terms of reference statement was evolving (TOR) for membership strategic feedback, another practitioner member of the executive committee, Suneel Vatsyayan said that

'a membership strategic feedback is essential for a learning organization. NAPSWI introspects regularly. We are aware that our communication and information sharing strategies could use some improvement. We may also need to

device strategies to meet the needs and expectations of NAPSWI's members.

Our membership is so diverse and geographically so widespread. There seems to be opportunities to collaborate more on (relevant) policy issues., and to communicate more with members on policy matters;

membership is ageing and has not effectively attracted educators, seasoned and young practitioners; and

grants have been difficult to obtain resulting as limited actions and services.

However, there is a need to undertake a systematic review to understand priorities for the future.

Over the years NAPSWI (National Association of Professional Social Workers in India) played an important role in addressing the national level issues of Social Work educators and practitioners.

Firstly, NAPSWI has mentored young social work educators by providing them the opportunities to take part in national or international conference which NAPSWI organizes every year.

The social work educators not only receive an opportunity to present but to be included in NAPSW Journals and in special volumes.

Secondly, it has gratefully acknowledged the contribution of social work practitioners by acknowledging their lifelong service to

the profession. This professional body has created a network in India and abroad by being member of international organization.

NAPSWI has its members from all over the country and the executive body also has the representation from different parts of the country'

Suneel Vatsyayan, Practitioner, Executive Committee Member, Personal Communication, 22, September, 2019

Future Plans:

There may be a need to look at a larger perspective plan in the future that may be through a revisit of NAPSWI's mission values, and develop a pragmatic vision for a period of five years or so. In an ideal world, this would be the task of the current executive committee as they move into 2020.

They would need to go away and undertake a strategic retreat for at least a couple of days to relook at the mission and goals and envisage plans that would translate into actions. It is recommended that while new volunteers may put forth their hand for leadership of NAPSWI, from its general membership, a good mix would be to ideally see at least 50 percent of the current executive committee members offering to stay on the committee in some capacity or the other so that the narrative of knowledge, forethought, planning wisdom and critical moment handling with events is transitioned

better. NAPSWI is similar to other professional occupational groups and organisation that are impacted by changes in their immediate world. Right from political and administrative changes in India, the governing bodies and qualities control systems for social work education, the growing need in the community for social work intervention, the prevailing yet often changing attitudes in society towards, charity, welfare and human rights and finally its own membership - are factors that exert influence and the leadership of NAPSWI which is pro bono in character is heavily under pump and is expected to respond.

I have a feeling that most executive committees are made up of people with complimenting and supplementing attitudes and imaginations, perseverance and skills. NAPSWI currently has a president, a man with uncommon imagination, determination and skill. Most organisational executive committees are ably supported by Leadership team of talented, vocal practitioners and academics.

The current exercise titled members survey met the measurements from the point of view of performance evaluation.

Measuring performance assists organisations. In conducting this, I took a strengths perspective and devised a one-page questionnaire that prompts people to think about their own

contribution and involvement into NAPSWI and also into their own professional development. The methodology was easily understood and unambiguous. The process of collection of the questionnaires was instantaneous. Open ended data was thematically processed and findings presented on the second day of the conference in the annual general body meeting. NAPSWI does not restrict its general body meetings to its membership. Their processes I noticed were transparent and inviting for the nonmembers to commit themselves by attending the Annual general meetings.

'I have attended so many meeting of NGOs, NAPSWI professional organisation of social workers is exceptional. This is my first meeting, first conference of NAPSWI that I attended.

Transparency at the annual general body meetings, and making a nonmember welcome into the processes, straight away has impressed me. I felt that NAPSWI cares for social workers. I will surely join NAPSWI'

A congress participant from West Bengal

I have the following additional suggestions to offer for the future of NAPSWI. The network of NAPSWI can be strengthened by having collaboration with state level organization which are already there or creating its state level body. The structure could be like national level body and under

the national level body the state level body can function. The state level body will be responsible to address the state level issues, organize various workshops, seminars and conferences and at the same time promote the membership.

With so many social work colleges in India, the possibility of a NAPSWI students' wing at college level may be explored. And also, I suggest that a few scholarships may be initiated by NAPSWI for students'

Suresh Mugutmal, Faculty Member, CSRD, Ahmednagar, Maharashtra, in Personal Communication, 27/09/2019

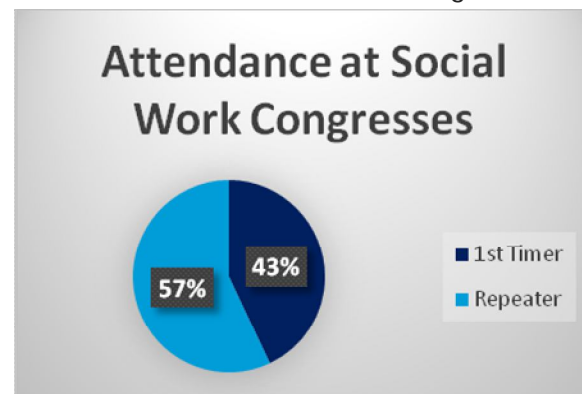
- ✓ 'I never missed a single congress of NAPSWI. I had several opportunities to work for the congresses.
- ✓ I would like to see that NAPSWI reinforces the importance of school social work and also works on -happiness as a right of every human being'

Dr Neena Pandey, Associate Professor, Delhi School of Social Work, University of Delhi. (Seventh Congress feedback Lucknow)

What more proof does anybody want in terms of popularity of the Congress of Social Work?

Fifty Seven percent of them have returned to the conference year after year. Six percent of them have

attended all the seven congresses so far. Each time a congress is hosted in a new town, new city it provides an opportunity for the local university, schools of social work and practitioners and students to attend. In Lucknow it was demonstrated by a new mass that constitute 43 percent of the attendees at the seventh social work congress.

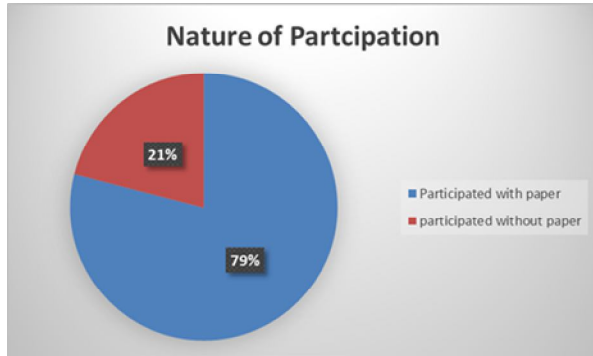


More participants come to interact, network and discuss with fellow participants from various states. This is a great investment to increase ones learning by listening to the many narratives of evidence-based practice presented at these congresses.

Posters Quality

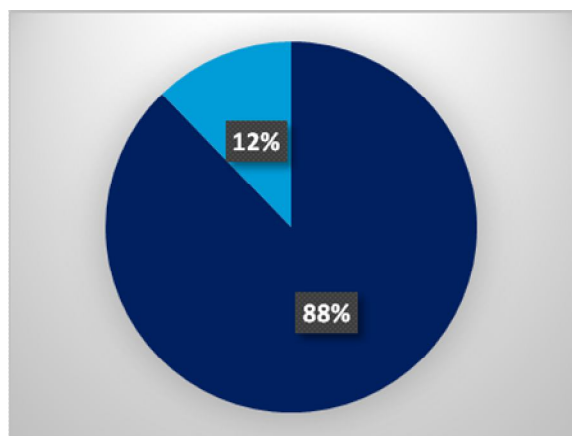
Over the years the NAPSWI Social work congresses have also assisted with competency development in relation to collecting one's ideas on what is going on in the social work world in India, conceptualisation of papers and presentations. The first-time participants often get inspired and enthused into attempting their concepts. The thoughts and ideas presented through the medium of posters is something that needs to be

highlighted. In quality and once gain in conceptualisation that are comparable to presentations at international conferences.



Eighty-Eight per cent like to present oral papers

An overwhelming majority of participants like to do oral presentations. There are many reasons for this. There is a view by many members that oral presentations are valued a lot and that people are not serious about posters. Only 12 % did posters. At Lucknow these posters were fantastic and comprehensive.



Not all oral presentations are well attended. The conference announces many

sub themes, but participants and presenters stick to themes that they are familiar with. There are ways by which the congress sub themes can be explained better.

Each congress has a scientific committee that addresses the issues of quality of abstracts and tabling them. The scientific committee members must be requested to write a detailed opening paper on each of the sub-themes that throw light on what concerns and issues can be tables under each of these subthemes.

Also, if there are too many abstracts received in the same sub theme, only a few require to be prioritized based on the scientific committees' criteria and a quota should be established and the others requested to reconsider other themes. After all a congress is not a popularity contest for a theme but to ensure that knowledge is disseminated in all areas and sectors of social work.

At the Lucknow conference there were two main questions that participants attempted to answer, these questions were:

1. What are your dreams for NAPSWI? How do you wish to shape its future?
2. How do you want NAPSWI a volunteer based organisation to serve you?



Members desire that all professional information on social work is channeled through NAPSWI.

Some members desired that Zonal and State Chapters would also be of immense use to the profession and will assist in state wide feedback to NAPSWI. Regional branches are a very effective strategy and will be very useful for local, regional lobbying and constructive dialogue with the government.

NAPSWI executive committee may draw out a constitution for the regional and or state chapters for their conduct of business and their relationship with the national association.

In informal conversations with a number of academics from regional areas has brought out a very genuine need for refresher training and more regional seminars with experienced academics. They also need support in terms of locating books and key resources. The younger faculty recognises that Social work profession is still young and requires consolidation from a variety of angles particularly in teacher training and field work

pedagogies and assisting student led research writing.

Council/Licensing/Accreditation A Pandora box still

Although there is limited knowledge as to what each of these are meant to be there is sporadic interest and much enthusiasm about these terms and implications to professional practice. As there is so little information amongst members, and with many of them disinformation, I thought it worthwhile to explore this issue. To begin with, here is some information from the rest of the world:

1. Council for Social Work Education (CSWE), USA and Canada have these practices.

Every two years social workers must re-register with the CSWE in these two countries.

2. British Association of Social Workers (BASW) possible is the only association in the Commonwealth Countries that has a compulsory registration component practiced in all positions of social work.

I was asked by a group of young students and young faculty about the Australian situation. Here's what I have said to them.

'I have been a member of the Australian Association of Social Workers (AASW) since my immigration into Australia, 1992. But there was no need for me to be a member as it is not deemed necessary for practice.

For a country that has over thirty thousand professional social workers, less than one third are members. Membership means adherence to mutually chartered goals and for greater good of the society.

It always made common sense to me as a simple practice of self-regulation.

The fact that several academicians aren't members of AASW is because it is not compulsory.

If those who teach and mentor aren't members how would those that pass out from colleges and universities expect to be regulated?

How can anyone build any gold standards in upholding social work tenets?

Don't you think we have a combined responsibility towards our societies and protecting the people whom we serve and to ensure that we monitor our own ethical conduct and if some of breaches, that the member has a reprieve?

Dr Venkat Pulla at the Congress, afternoon Tea with a group of students

Membership

1. Membership- inclusive approach

Adopting inclusive approach, it has opened five categories of membership: Life Membership for any person equipped with education in social work. Gracious membership for Senior social work professional (above the age of 60),

Student membership, Institutional Membership for any educational institution imparting social work education/training and Membership of State/ Regional/ National level Association. However, it does not recognise any organisation/ association of State level branch or State level chapter as we believe in the freedom and autonomy of an organisation. No association at state or regional or any other level can keep its name as NAPSWI or its subsidiary so as not to confuse or create an impression as a branch of NAPSWI. The organisations receiving membership in this category may be treated equivalent to partner organisation of NAPSWI in that State or region.

To begin with I suggest that every NAPSWI Member must take pride in displaying their association with NAPSWI on their business card.



As a reviewer, I strongly recommend that NAPSWI administers an Accreditation Scheme to build professional standards covering all streams of Social Workers, and ensuring public safety for people who use social work services.

The current membership seems to be of only one category. That is life membership for any person residing within India and having professional social work qualifications such as Diploma, Bachelor's Degree or a Master's Degree, M. Phil or PhD in Social Work from recognised institution in India or abroad.

The only expectation seems to be that the potential member ought to express faith and allegiance to the NAPSWI charter.

Once membership is given there is no further gradation. There are no more professional requirements to remain in membership. This membership is for a life. For instance, membership obligations do not expect one to attend seminars, or conferences, or present papers or posters. Nor are there any guidelines for any continuing professional development (CPD). Neither NAPSWI nor the member has any clue about tracking and documenting any further progress in skills, knowledge and experience. I understand that social work practitioners add these to their CVS

and resumes and members of academia may be gaining some points under their reportage to UGC. This is an area NAPSWI need to deliberate on what is expected of membership?

How that sync with the societal expectations does, how does that compare with other professional bodies in the country? Like the medical professional or the professional of engineers etc.?

Continuing Professional Development of members and NAPSWI

NAPSWI needs to consider developing a deliberate calendar of offerings in Continuing Professional Development (CPD) of its members. It was gratifying to note the practitioners seem to be better skilled and are reasonably Up-to-date at least in their skills.

'I am telling you Sir, I learned nothing from the school. Just the *parcha*, (piece of certificate or paper), form the school of social work, that I got the job'... I told my supervisor- that I don't know how to organize the community, how to speak to people, how to do casework..... She laughed, first.... I was too scared... I might be thrown out of job... My supervisor was good and very kind. I learnt everything in the field. I work in the field of environment- social work. Before that I

worked in the field of HIV and prostitution...

I was never placed there. I got a job there. I learned from the field'. ' sirf, (just) certificate'

Sachin Dev, MSW,3 Years Practitioner,Not yet a member.

While it is unfortunate that a good number of NAPSWI members from academia are not in tune with the current times, and divorced from social realities.

From the academic are training needs of both academics and practitioners. As I spoke to members, it became clearer to me that everybody says they need training but are unsure as to the area of training need. Most members were unable to articulate as to what should training address? NAPSWI needs to commission a training needs analysis into all sectors of social work practice and also into the academics beyond a few of those elite programs in urban centers.

In conversations with members of some of the prestigious institutions, I found that they too have a training need as a result of limited or no connection to the practice scenarios. Their field work quite rusted in that it is based on their own student days when they completed field placements and their block placements. This is rather unfortunate. Added to this

some schools have interdisciplinary focus and are quite okay with non-social work trained staff supervising field placements. Purely remaining as an academic in social work alienates from the social realities within the country. The way some of the student members of NAPSWI from these institutions were raising questions in the conference suggested to be the deficits of the mentors, i.e. lack of grounding and lack of touch with practice. NAPSWI has some hard realities in training needs in the country.

NAPSWI must develop a policy for CPD and develop incentives for members to maintain a register or calendar per year that shows what each member goals, how they broadened their skills, knowledge and expertise.

Regardless of the stage in life of social workers he or she must always be in a position to learn and undertake to record what they have learned.

Clearly this is an area which is conspicuously absent in the agenda of social workers in India. Whoever is taking control of their own CPD is doing on their own and clearly demonstrating what it means to be in practice of social work.

NAPSWI must consider a role to play and that centers around its core obligation of being a national body. It needs to set up:

1. Communities of practice

NAPSWI should consider setting up communities of practice in each sector of social work practice (child welfare, drugs, Domestic violence, youth work, hospital social work, school social work, work with LGBT, work with language and racism, etc. etc.

2. Action research

NAPSWI should consider initiating interested practitioners and academics to undertake some action research in various sectors of social work.

As an incentive the action research groups consisting of practitioners, academics and students should be asked to present posters at the congresses and mentored overtime to write papers for the NAPSW Journal. Students that take part in action research projects be further incentivized by travel and registration bursaries for the congress.

Other suggestions from members



Specific interview with the NAPSWI Treasurer

I have integrated this specific interview with the treasurer as there are many important aspects of NAPSWI governance that he touches upon. I began this interview with the first question on the amount of money in the bank when the incumbent treasurer took over the reins and what it is now. The financial statement presented by the treasurer showed cash balance of Rs. 1,30,607 and Rs. 1,87,153 as fixed assets as on 15 May 2012 (altogether Rs. 3,17,760) with 730 life members, 587 student members and 12 Institutional members. At the time of this interview in Ahmednagar, CSRD in September, 2019, the bank balance was Rs. 17,50,375 (Rs. 6,65,030 in ICICI as on 9/9/19 and Rs. 10,85,345 in AXIS as on 23/9/19) and Rs. 2,93,977 as FD in ICICI (as on 31/3/19). Altogether there is at least Rs. 20,44,352 as bank balance for NAPSWI.

The treasurer mentioned that about 80 percent of deposit in AXIS bank is related to the conduct of ISWC 7 Lucknow. Roughly there is around Rs. 10 lacs as savings in the bank on account of membership subscription (an increase of about Rs. 7 lacs over the past 7 years). The present life membership is 1291 (an increase of 561 members), student membership is 728 (an increase of 141 student members) and 23 Institutional members (an increase of 11 members).

My next question to him was about his suggestions for increasing revenue. The treasurer suggested that NAPSWI should continue

- ✓ Events like ISWC
- ✓ Offer Training and development to all social work professionals through workshops and seminars as 'fee for service' and have the remits go to the professional body after deducting travel and nominal honorarium to the resource persons
- ✓ Bid and undertake research projects (ICSSR)
- ✓ Offer Consultancy services to Corporate bodies / NGOs / Universities (perspective building / impact assessment)
- ✓ Get into Impact assessment of government schemes
- ✓ Stream line Placement services to members and agencies
- ✓ Arrange donations from individuals and institutions in cash and kind (rent free office

space in Universities / colleges / NGOs in Delhi)

- ✓ Support from UGC for conducting ISWC
- ✓ Corporate sponsorship for events like ISWC
- ✓ Fundraising campaigns at local, state and national levels
- ✓ Online courses of IGNOU / other training courses
- ✓ Self-financed courses in Universities and colleges, where NAPSWI members serve as experts (recruited through NAPSWI website / office)

The next question related to the current experience of NAPSWI to increase revenue through sale of merchandise etc.

- ✓ Sale of NAPSWI promotional articles like cap, T-shirts, key chains, pledge, pen, pencils, etc. will be a great idea
- ✓ Sale of books and journal- we already started this. Although the revenue generated is not substantial
- ✓ Conduct of workshops (pre-conference and post conference with international speakers and collect a separate fee for it.
- ✓ Treasurer's further remark was that except the congresses, all other measures were not economic. Some examples of merchandise from other comparable organizations in the world.



✓



✓



✓

- ✓ Ideas relating to Corpus fund in NAPSWI
- ✓ NAPSWI does not have any corpus fund set apart for any activity. It has only the membership subscription. Presently there is an amount of about Rs. 3 lacs as FD (ICICI) and about Rs. 7 lacs as membership subscription in NAPSWI bank accounts. Since NAPSWI does not have a permanent office or paid staff, it could create such a savings. However, the annual maintenance charges for NAPSWI in terms of auditing charges,

website development and maintenance charges, office stationery, postage and communication expenses, travel and meeting expenses etc. is about Rs. 1 lac.

- ✓ A new account has been opened in AXIS bank in the year 2012 to facilitate the conduct of ISWC. It has been found that ISWC is self-supporting. It could not contribute substantially to the corpus fund of NAPSWI.
- ✓ Axis bank account manages all the funds required for conducting various activities of the Association, while the ICICI account has been reserved for membership subscription. It has an account balance of about Rs. 10 lacs (including the FD). It could be considered as the corpus fund of NAPSWI. However, NAPSWI does not have any other reserve for annual maintenance.
- ✓ This year, NAPSWI has appointed a fulltime secretarial assistant in the Office of the NAPSWI President to promote NAPSWI activities especially the fundraising part. It will cost NAPSWI at least Rs. 3 lacs annually. We hope with the assistance of a fulltime secretary, the President will be able to reach more people and agencies and raise the required fund for the maintenance of NAPSWI office.

- ✓ Journal of Social Work Education, Research and Action is another activity undertaken by NAPSWI for the past three years. It struggles to support itself. It requires wide publicity and circulation for sustenance.
- ✓ **Do conferences leave surplus?**
- ✓ So far NAPSWI conducted 6 ISWC and the 7th one is in pipeline. The series of ISWC held so far were self-supporting. It did not leave any substantial surplus. If one or two ISWC created some surplus (about Rs. 1-2 lacs), the other ISWC incurred loss to the same extent. Till date, it can be stated clearly that the series of ISWC has not burdened NAPSWI. Overall assessment is that the series of ISWC has enhanced to the reputation of NAPSWI. Its membership base has increased on account of ISWC. Indirectly, ISWC has supported to increase the membership subscription of NAPSWI.

(Dr. Jaimon Varhese, Treasurer, NAPSWI), Associate Professor, CSRD, Ahmednagar, Maharashtra.

In an interview with me, Dr Jaimon also supplied written notes, particularly on finances so that I don't miss on the details. I am extremely grateful for the time and patience with which the treasurer has devoted and explained to me the functioning of NAPSWI from his point of view.

His ideas and that of the general membership are further orchestrated in this report.

Paid Staff at NAPSWI

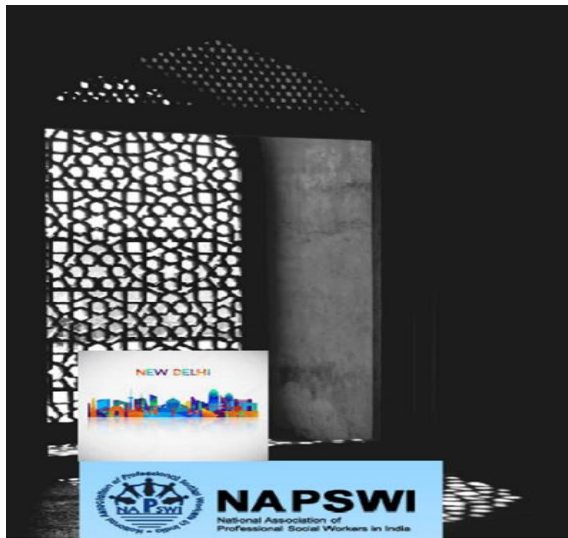
Paid staff for NAPSWI shall facilitate the promotion of NAPSWI activities and fundraising campaigns. Currently there is a young social work post graduate recruited as an executive officer assisting at the President's office. He is working on currently updating the directory of schools of social work India a monumental task that Professor Sanjai Bhatt has completed a few year ago. Additionally, the executive officer is communicating with members as on needs basis. Certainly, this appointment will ease some workload of the pro bono work of the team of NAPSWI.

Need for a national head quarter for NAPSWI

The concept of national head quarter is welcoming. A national head quarter at New Delhi is essential. This is orchestrated by over 70 percent of members who have attended the Lucknow Congress as well. Preference for it to be in Delhi was to access the federal agencies, proximity to research funding and agencies for standards in education such as UGC and ICSSR.

NAPSWI would be able to acquire a suitable infrastructure if it takes up membership of schools of social work on a war footing. Until then NAPSWI can make request to all the universities, colleges and NGOs in Delhi

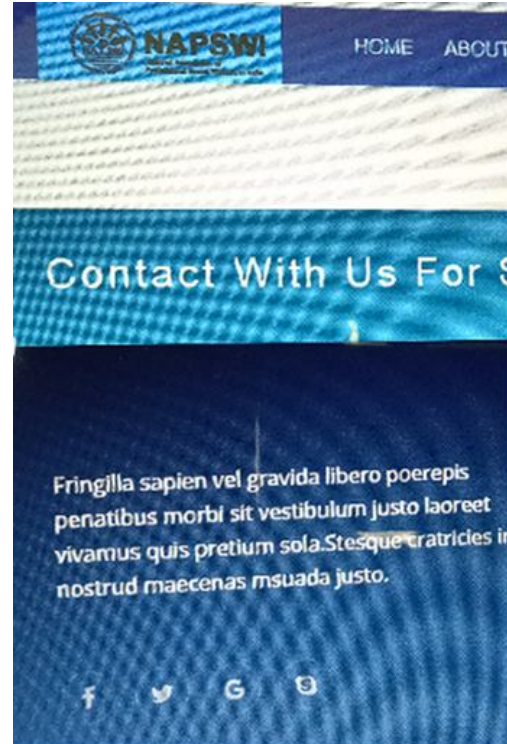
to provide a rent-free office space, and acquire a rental place as needs grow. NAPSWI shall be able to create the required corpus fund to purchase a fully furnished office space, with membership fee from schools of social work.



Reviewer Suggestions

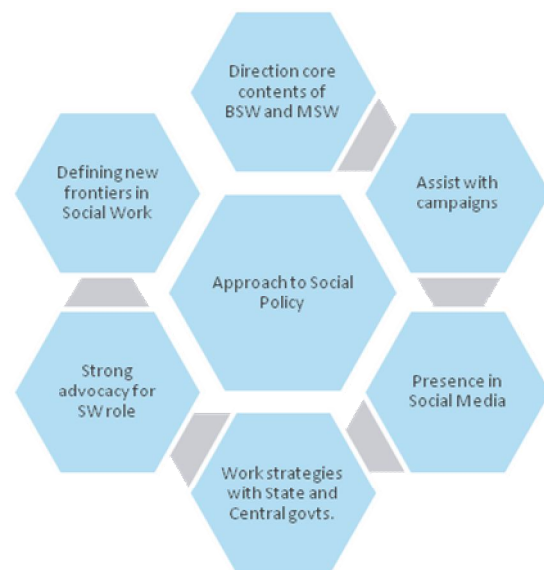
1. The Website

The current website requires a cleanup. it requires a weekly updating. Several features do not work. Language editing is also thoroughly required. Currently it does not offer regular information and has limited presence in social media. It must also be made mobile friendly. It firstly requires a major review by a social work professional and who is willing to view the efficiencies of BASW and CSWE and other international social work websites and suggest changes that can be managed by word press. This is a major revision in order to allow connectivity to the member database.



How should NAPSWEI lead its membership

A near unanimity exists on the role of NAPSWEI as detailed in the following diagram.



Committee members must visit all new schools

Ideally, a roster needs to be prepared for each state where the executive committee members or senior academics nominated by the executive committee must cover all schools and departments of social work annually once, address about NAPSWI charter, welcome new students and make known what NAPSWI does and receive suggestions and agenda from the students and local schools staff about their training needs etc.

The president and executive committee members must divide their time to visit to the Vice Chancellors of the Universities and impress upon them the need for support for social work in each university and ensure that local events are always supported with a speaker nominated by NAPSWI.

Such visits will assist with membership promotion, assist in making new collaborative research activities, and assist also in building local networks.

- ✓ The NAPSWI is more oriented towards academics and also dominated by educators. There A balance should be created between educators and practitioners.
- ✓ More Emphasis should be given to bring more practitioners on board and in the organisation.
- ✓
- ✓ There is need to organize more students beneficial activities and their engagements with practitioners.
- ✓ There is need to cleaning up the website, strengthening digital platform and use of Information and Communication Technology.
- ✓ It is high time for NAPSWI to establish its National office as requested by its members.

Appendix: 1

NAPSWI 2019 Strategic Review

Membership Survey

National organisation of members of Professional Social Work in India

Dear Participant:

Welcome to Lucknow.

A very special welcome from me (Dr Venkat Pulla, Australia).

It is a matter of great privilege to assist NAPSWI in its strategic review. Hence your views are important. A report based on several interviews done so far in a number of places that I visited in India and the results of this survey will be presented at the general meeting of all NAPSWI members and future members in this conference. Hence please answer this survey as soon as possible.

As a thank you for your view this card will be balloted and every second person will win a useful gift from NAPSWI. We respect your privacy despite your voluntarily disclosed details in this survey.

(1) What activities have you participated so far

- Social work congress (How many have you attended so far ())
- As presenter Yes/ No Oral Paper/ Poster/ workshop
- As student presenter/ participant/ gave cultural input
- Volunteered / peer reviewed abstracts/ papers
- This is first time I am participating
-

(2) Are there any other activities in which you were involved?

(2) What do you suggest for NAPSWI to consider for future of profession of social work in India? Is it possible to give two feasible / practical ideas? Briefly

(3) Do you consider some regional training and professional development programmes for social work academics and practitioners important in your state?
Yes/ No

Are you prepared to discuss with your colleagues to co-host such events in future? Yes/ No

(5) In order that NAPSWI is behind you and your issues and concerns, it is important that you communicate issues to NAPSWI team

1. Would you undertake a volunteer advocacy role and write to NAPSWI about regional concerns and issues?
2. What are two main issues that seem to concern social work profession in India as a practitioner/ teacher/ researcher.
 - 2.1
 - 2.2

Finally, what should be the focus of NAPSWI for future of social work in the country. What new activities do you suggest for the future? (please use back of this page to write more)

Personal details:	Name:	Signature:	Mobile
Number:	Email		

Appendix: 2

NAPSWI 2019 Strategic Review (NAPSWI)

Strategic Planning (26-27 September 2019)

Key facilitator: Prof. Venkat Pulla

At the Ahmednagar secretariat of NAPSWI I have perused the following documents

1. List of documents & exhibits submitted for inspection
 - a. Constitution
 - b. Annual reports
 - c. Minutes of Governing Body
 - d. Minutes of General Body
 - e. Audited Statements
 - f. Bills and vouchers of the current year
 - g. Receipt book of the current year
 - h. Bank statements
 - i. FD certificates
 - j. NAPSWI membership files (Individual, Institutional and Students)
 - k. NAPSWI membership register with application forms
 - l. NAPSWI Code of Ethics
 - m. NAPSWI definition of Professional social work
 - n. NAPSWI Pledge for social workers
 - o. Other letters and correspondences

Appendix: 3

NAPSWI 2019 Strategic Review

Campaign for Healthy Campus and wellness NCDs by NAPSWI and NADA India

Stories of courage and loss

Recently, I attended the cremation of Suresh (name changed) who died prematurely at the age of 49 because of cardiac arrest leaving behind his wife, two sons and a big loan to pay. Suresh had earlier lost his friend Pawan (name changed) because of lung cancer at the age of 39. Both were treated at Navjyoti Delhi Police Foundation, a Drug Rehabilitation Center for their multiple drug use which started with marijuana in Delhi during the 1982 Asian Games but had been drug-free and physically healthy for the last 20 years.

It becomes important to note that Suresh was treated at-least 17 times at different nursing homes and NGO run programs, for his alcohol dependence before finally being declared as drug-free. Soon they both got involved in running a Nada India supported peer led drug & alcohol rehabilitation center in the outskirts of Delhi and lead the Association of Recovering People Action Network (ARPAN) for quality care. What helped them keep going was their presence at Narcotic Anonymous self-help group meetings and support from family



and friends. (Read more: <http://apps.who.int/ncds-and-me/stories/story/302>)

Why should we be talking about Non-Communicable Diseases (NCDs)?

Mortality and morbidity from NCDs constitute one of the major challenges for



development in the 21st century. More than 36 million people die annually as a result of NCDs, including 15 million people who die too young - between the ages of 30 and 70. The burden continues to rise

disproportionately in low- and lower middle-income countries while in all

countries, these deaths disproportionately affect the poorest and most vulnerable. The majority of premature NCD deaths in this 30-70 age group are the result of the four main NCDs: cardiovascular disease, cancer, diabetes and chronic respiratory disease. (Read more: https://www.who.int/ncds/management/WHO_Appendix_BestBuys.pdf)

NCDs are socially transmitted diseases (Conditions), Cancer, diabetes (both Type 1 and Type 2 diabetes), chronic respiratory diseases (such as asthma), obesity, congenital and acquired heart disease and many endemic non-communicable diseases (NCDs) all affect children and/or start in childhood. Children and young people are often targeted by companies advertising fast food, tobacco or alcohol use, and many grow up today in environments that are not conducive to adopting healthy lifestyles (e.g. participating in sport). Apathy to change current behaviors will add to the current NCD burden, with severe consequences for future populations and their health systems. Today's youth are tomorrow's leaders and will bear the brunt of these costs, both financially and personally. Youth everywhere therefore have a vested interest in NCD prevention.

The Social Determinants of Health and NCDs

Control of NCDs requires integrated action across all major areas of society that influence health. Yet system-wide efforts to improve the social determinants of health, such as early childhood education and parenting skills, education and lifelong learning, working and employment conditions, poverty reduction and ensuring a healthy standard of living, housing and the environment, and prevention of ill health, are yet to take root in many parts of the world.

Integrated action

The argument for integrated action rests on evidence compiled by the World Health Organization Commission on Social Determinants of Health. Social determinants are responsible for the pattern of distribution of disability and mortality from NCDs. Simply stated, social determinants encompass the "causes of the causes" of health inequality: the unequal conditions in which people are born, grow, live, work, and age; and the inequities in power, money, and resources that give rise to them. These unequal conditions depend on dimensions of social stratification, including socioeconomic status, gender, ethnicity, and disability. (Read more: <https://www.bmj.com/content/364/bmj.l251>)

Non-Communicable diseases: The New elephant in the room for social work

Shoba John, a consultant with WHO was invited by NAPSWI to speak during the plenary session of 5th Indian Social Work Congress, 2017. In her opening remarks she underlined the role of the social work profession historically been at forefront in emerging epidemics such as HIV/AIDS and Tuberculosis in India.

What unique challenges does it present for social work response? Unlike most communicable diseases, the NCDs have a longer gestational period before symptoms



surface. Besides making early detection and prevention difficult, this makes it difficult for campaigners to build urgency and public opinion around NCD concerns.

Secondly, the chronic nature of NCDs demands long-term psycho-social interventions and greater investments of time and resources from social workers. Most critically, the corporate actors promoting tobacco, alcohol, unhealthy food and private motorized transport that increase the risk for the major NCDs in the country (cancers, diabetes, cardio vascular diseases and chronic respiratory diseases) presents the social work profession with human forces with money and political influence, unlike the pathogens that cause infectious diseases.

“A meaningful involvement of youth and patients is very important for making our

Despite these challenges, the social work profession is uniquely placed to address some of the gaps in response to NCDs in the country

- Social work academia and researchers have the special vantage point to explore research that examines the socio developmental determinants and consequences of NCDs
- Social work practitioners bring decades of therapeutic experience working with individuals and families afflicted by long-term trauma
- Last but not the least, the vast advocacy and campaign experience the profession has in protecting the environment, livelihoods and resources from corporate interests is what it would take to push back the corporate influences that aggravate the NCD epidemic in the country

She further emphasized that NCDs are a cause and consequence for underdevelopment, and it undermines

efforts on a wide range of developmental concerns such as human rights, livelihoods, food security, environment and peace. The recognition of NCDs in the UN Sustainable Development Goals presents the social work profession with a unique opportunity to offer its expertise and experience to make the case for a holistic response to the emerging epidemic.

Suneel Vatsyayan while presetting his paper emphasized NAPSWI members commitment in creating an enabling environment for active participation of social work students and social workers working with health and non-health Government and Civil Society Organizations (CSOs) for prevention and control of NCDs and risk factors through effective policies, partnerships and programmes.

NAPSWI Wellness Campaign Framework

Wellness Definition

“The quality or state of being healthy in body and mind, especially as the result of deliberate effort preventing illness, improving longevity and quality of life”

NAPSWI collaborated with Nada India Foundation and launched “NAPSWI Young India Wellness Campaign” with a vision of having a meaningful involvement of young social work students in the advocacy of good health agenda in India with a primary focus on alcohol, drug use and diet as major risk factors for NCDs. Nada India trainers and counselors are available for planning and providing learning



opportunities according to specific training needs of the young students.

National Multisectoral Action Plan for Prevention and Control of common NCDs (2017-2022)

The Wellness campaign was designed keeping in view the objectives of National action plan to improve the capacity of individuals, families and communities to make healthier choices by creating healthy

The themes of the workshops conducted as part of the campaign since 2016 have been Social Work Intervention in Prevention and Management of NCDs. The campaign has been spread out at National level with an extensive capacity building exercise by Nada India team and NAPSWI board members in University campuses and trained social work students as health

environments that promote health and reduce the risk of Caste intermediate outcomes under this strategic area include; healthy settings approach in social work educational institutions, workplace, and villages.

(<https://mohfw.gov.in/sites/default/files/National%20Multisectoral%20Action%20Plan%20%28NMAP%29%20for%20Prevention%20and%20Control%20of%20Common%20NCDs%20%282017-22%29.pdf>)

advocates. Students were provided with certificate of participation. A pool of experts/resource persons was created in order to take the task of spread of NCDs prevention and control. A component of counseling skills as tool of intervention has been added in to a TOT mode (Training of Trainer). Social work educators and Practitioners were roped in a collaborative

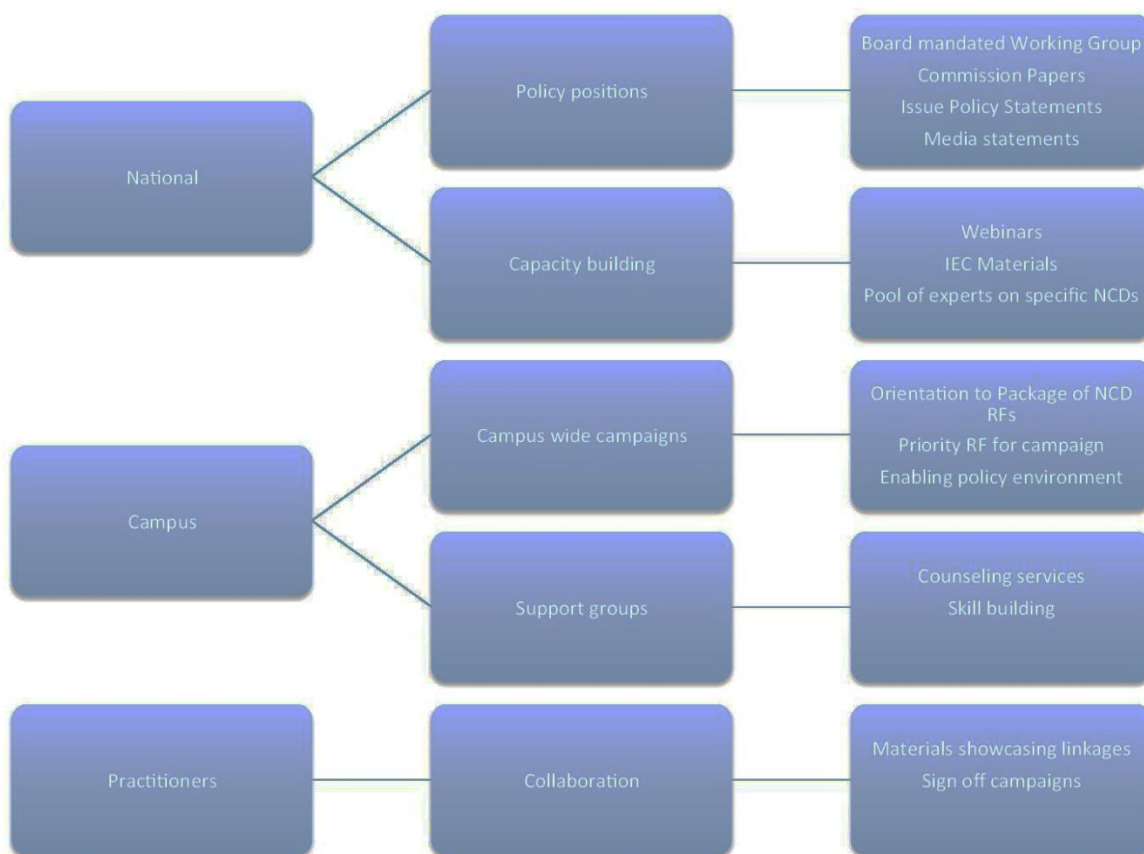


Figure 1 NAPSWI Nada Wellness Campaign Frame work

campaign. On line NCDs Counseling services are now in place and can be access on 9810594544.

NCD Counselling Skills & Social Work Intervention, Me and My Community Health along with general NCD capacity- building workshops. The workshops have been conducted in department of Social works Delhi University, Amity University NOIDA, Centre for Social work Punjab University, Central University Himachal Pradesh, Central University Jammu, Sri Adi Shankaracharya Sanskrit University Kerala, Rajasthan, Kashi Vidya Peeth Uttar Pradesh, Chhattisgarh Uttarakhand, University of Puducherry and Maharashtra. The campaign will continue partnering with NAPSWI, Civil Societies and Departments of Social work across India with an aim to strengthen capacity-building at a National level.

Interventions

The health sector related interventions generally targeted at the upper level of the pyramid are costlier, while interventions at the lower portion of the pyramid cater to larger populations, are more cost-effective and multisectoral in nature.

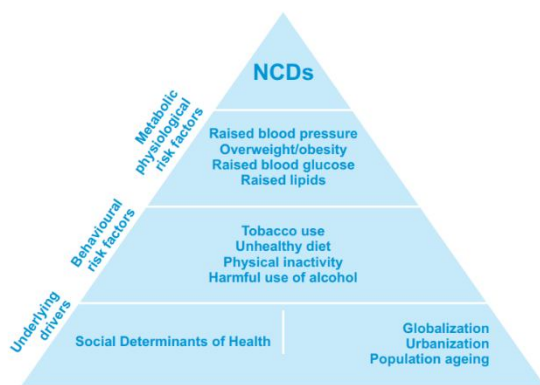


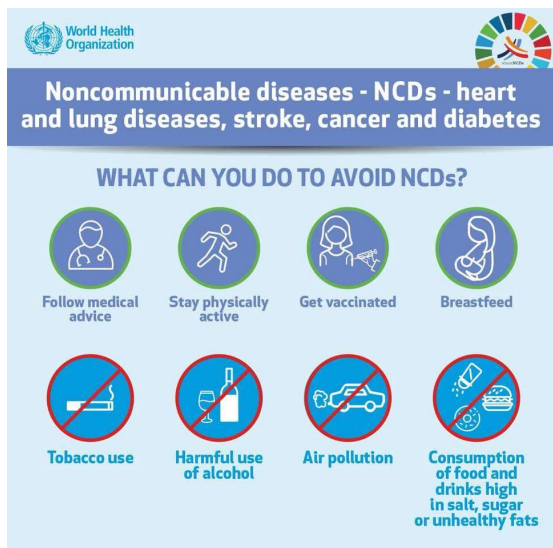
Figure 1: Social Determinants of Health and NCDs

Modifiable behavior of NCD risk factors

The NCDs share modifiable behavioral risk factors such as tobacco use, unhealthy diet, lack of physical activity, and alcohol use. Air pollution has rapidly emerged as an important risk factor for NCDs. The behavioral and environmental risk factors lead to overweight and obesity, raised blood pressure and raised cholesterol, subsequently increasing the occurrence of CVDs, diabetes, cancers, and chronic respiratory diseases.

A large proportion of NCDs are preventable. However, if no action is taken, the cost of NCD burden over the next three decades is estimated to amount to trillions of dollars of lost resources. In India, the share of NCDs in out-of-pocket health care expenditure is estimated to be more than 47%. The global pandemic of NCDs is a threat to Sustainable Development. The Sustainable Development Goals (SDGs) include reducing premature deaths from the four main NCDs by one-third by 2030. Furthermore, three of the nine health targets in SDGs also focus on NCDs-related issues.

Centre for Social Work, Panjab University, organized a one-day workshop second in series on Social Work Intervention for NCDs. The workshop was conducted by Suneel Vatsyayan, Board Member, NAPSWI. Speaking on the occasion Suneel Vatsyayan said that *"a meaningful involvement of youth and patients is very important for making our healthcare system acceptable, accessible and available for all. Their participation at local and policy level is important to make universal health coverage a success."* The young graduate & post graduate social work students at the university were trained to join the young health force.



Pallavi, Director, Nada India talked about the burden of NCDs in the country and across the world and the different social work interventions required while working with youngsters.

The workshop was inaugurated by Dr. Rajesh Kumar Chander, Chairperson, Department of Women Studies, Panjab



University, Chandigarh. Speaking on the occasion he highlighted that the holistic concept of health is significant for women's empowerment and especially in context of NCDs. The mental health

aspects regarding women's health are neglected in day-to-day life.

Hecited various examples to explain the situation of the existing scenario of the NCDs in case of women.

Gaurav Gaur, Assistant Professor, Centre for Social Work PU shared his experiences regarding the NCDs and motivated the students to come forward and join this campaign. He also shared the examples from the different Indian states regarding their health status and the existing problems faced by them.

Dr. Monica M Singh, Chairperson welcomed and thanked the guests and shared the importance of organizing such workshops while the students shared their presentations talking about their work plan to be executed on behalf of the University in times to come.

(Read more: <http://www.babushahi.com/full-news.php?id=85195&headline=Workshop-on-Social-Work-Intervention-for-Non-Communicable-Diseases;> <https://radioclubindia.blogspot.com/2019/03/involvement-of-youth-and-patient-must.html>)

Policy statement

NAPSWI and Nada India participated in WHO web-based consultation on 'Draft first Report of The WHO Independent High-Level Commission on Non-Communicable Diseases in May 2018.

6 key messages for improvements of the report

Alcohol is a major risk factor for NCDs as well as for the global burden of disease in general. Evidence shows that there is a strong link between alcohol and NCDs, particularly cancer, cardiovascular disease, liver disease, pancreatitis and diabetes and these findings support calls by WHO to implement evidence-based strategies to

reduce harmful use of alcohol. Alcohol is also a major obstacle to sustainable development, adversely affecting 13 of 17 Sustainable Development Goals, and being included - in target 3.5 - in the 2030 Agenda. Alcohol policy best buys - affordability reduction, availability regulations and bans on advertising, sponsoring and promotions - are proven interventions, cost-effective and high impact that should be included in the report. We propose the following key improvements necessary to ensure that the final report inspires evidence-based solutions and does not leave room for more excuses for inaction on some of the most important NCD issues.

- Lack of empowering environment is a socially transmitted condition that pushes young people to seek “freedom” in drugs. This lack of power may be felt as boredom, as starvation, as abuse, as a lack of opportunities to earn etc.
- Young people need to learn how to EMPOWER themselves and others....
- giving young people the opportunity to actively participate in college activities and decisions that will shape their lives, the lives of their families and the lives of their peers.
- Examples include:
 - seeing young people as assets, valuing their experience, and adopting a positive view of their potential rather than focusing on problems
- focusing on resilience and strengths instead of risk factors and deficits
- providing opportunities for contribution and participation for all students, regardless of ability, location, status, background, culture or sexuality active

participation from students and support from leadership

Another central concern that the demand reduction policy must address, **is the aggressive push by the alcohol industry to recruit our children and youth as loyal consumers.** Therefore, special measures and programs to prevent underage alcohol use and to reduce overall per-capita alcohol consumption in India is the need of the hour, as Big Alcohol marketing strategies are becoming ever more aggressive and pervasive.

Delhi State Mental Health Authority minimum standards for substance use treatment and rehabilitation centres

On behalf of NAPSWI and Nada India Suneel Vatsyayan in consultation with Dr. Sanjai Bhatt proposed the following comments on the draft document on minimum standard of care to make it more inclusive and easier to implement. The document will help hundreds of voluntary organizations running rehabilitation centres in Delhi to deliver much needed services to patients and their care givers. Our major demand was for appointment of Social workers (MSW degree holders) be essential in all rehabilitation centres and that screening, diagnosis, treatment, data collection (DAMS) and education should be a part of minimum standard of care related to NCDs such as alcoholism, tobacco use, drug dependency and mental health issues.

The Global Coordination Mechanism on the Prevention and Control of NCDs

GCM/NCD was established in 2014 and is the first and only WHO instrument aimed at facilitating multi-stakeholder engagement and cross-sectoral collaboration to prevent and control NCDs. It convenes and connects diverse stakeholders comprising all WHO Member States, UN Organizations, and non-State actors, including relevant private sector entities, to address its five functions. The GCM/NCD has hosted 10 communities

which have convened participants from more than 200 countries and territories and NAPSWI members can join any of these communities. Suneel Vatsyayan representing NAPSWI and Nada India has been nominated as the member of Global Steering group on commercial determinants of health. (Read more: <https://www.who.int/global-coordination-mechanism/participants/gcm-ncd-participant-list/en/index2.html>; <https://www.who.int/activities/gcm>; <https://nadanewsupdate.blogspot.com/2018/06/nada-india-demanded-that-patients.html>)

Social-Work day at the United Nations

Suneel Vatsyayan, a known social work practitioner and Executive Member of NAPSWI attended the Social-Workday at the United Nations (UN) which is a gathering place for people around the world who are working to make a difference. For 35 years social work students, practitioners, and educators have been convening at the UN to learn more about the UN, innovative projects and issues related to International Social Work and the critical role Social Work plays in the international arena. The theme of this year's social- work day was SDGs, Climate Change and Social Work Practice. (Read more: <https://nadanewsupdate.blogspot.com/2018/06/suneel-vatsyayanana-social-work.html>)

6th Indian Social Work Congress, 2018

Q&A session on 'Social inclusion of alcohol & drug using population and people living with NCDs' was conducted with more than 100 amazing young students of Social Work and NAPSWI members by Vatsyayan at the Congress with the theme "*Human Development and Social Inclusion: Imperatives for Social Work Education and Practice*".

7th Indian Social Work Congress 2019

It is happening in the month of October 2019 with the theme of 'Social Care and Social Wellbeing: Challenges and Opportunities for Social Work Profession'. (Read more <https://radioclubindia.blogspot.com/2019/09/NAPSWI-wellness-campaign-social.html>)

A pool of activities

The collaboration of Nada India and NAPSWI lead to number of activities based on the framework focusing on students of social work and educators across India. The collaboration aimed at ensuring that young students and social work educators are aware of NCDs and their risk factors and can pass on the knowledge as part of social work intervention. Among other activities, it worked to mobilize young students as peer educators and caregivers through leadership advocacy training to promote NCD prevention and support healthy lifestyles.

The key target audiences included 1,000 graduate and post-graduate social work students, 50 social educators and members of NAPSWI from 15 colleges.

A total of 2000 students were provided the basic skills of listening, sharing information and referring to counselors or teachers.



Figure 2 Student forum on Health

Nada India and NAPSWI plans to continue engaging more social work campuses with an aim to connect with other student initiatives on drug or alcohol issues, mental health, children's rights and women's rights, and young people to build joint advocacy campaigns.

Power of partnership

This joint initiative combines the strengths of NAPSWI members to work on well-being of students and respond the problem of NCDs and cross cutting risk factors for positive and scalable outcomes, NAPSWI leadership led initiative brought together the two organizations. Nada India has long experience in peer led approaches to rehabilitation and psychosocial support and youth empowerment. It is important to understand that engagement of students in health promotion is not new, but meaningful involvement of students as caregivers and as health advocates was a win-win situation demonstrated that young people plans campaign to suit their needs for better outcomes.

The involvement of others such as social work educators and administrators was crucial, as mentors and can support advocacy. The combination of two organizations enabled open thinking and discussion, sharing of challenges and identification of common barriers. It also had a multiplier effect as they worked together on various aspects of planning and facilitation.

Amity University, NOIDA

On 18th October 2016 students of MSW final year organized a workshop on "Prevention of NCDs Peer Counselling as a Tool of Prevention" in collaboration with Nada India at Amity University, Noida, U.P. The chairperson of Nada India. Mr. Suneel Vatsyayan concluded the event with this quotation "Learn to lead and lead to learn". He further underlined the importance of communication, involvement at the workplace, raise

awareness and gathering involvement of fellow students in making the campaign a success. Dr. Prashant. R. Chauhan lauded the enthusiasm of students in the workshop. He talked about the utilization of NCDs knowledge to get the exposure and the enabling role of the social worker in the making of campus NCDs free.

Maharashtra

A strong networking and coordinated efforts can make campaign as success said Dr. Suresh Pathare, National Secretary of NAPSWI.

On an initiative of Dr. Suresh Pathare, Director of CSR and Secretary of NAPSWI on 21st August 2018, Mr. Suneel Vatsyayan, and Pallavi, Nada India team members visited CSRDISWR, Ahmednagar Maharashtra. A mini workshop on 'Role of Social workers in Alcohol, Tobacco, NCD prevention was arranged for the MSW students of the college. Making communities and societies aware of effects of it, finding solutions like de-addiction centres, counseling centres etc. Were few of the suggested activities which were to be carried out by the students, professionals and the NGOs working in the field of the Community Development. Later, CSR organized an NGO consultation discussed with a contribution from local NGOs. Sarvodaya Foundation agreed to provide resource persons for the awareness program and access to their de-addiction centres in Ahmednagar. Few of the active members of Alcoholic Anonymous Ahmednagar also volunteered to participate in the social work students' initiatives.

UP Kashi Vidya Peeth

The University Employment Information and Guidance Bureau (UEIGB), MG Kashi Vidyapith, Varanasi conducted two capacity building programmes and one awareness generation programme on Substance Abuse Prevention (SAP). Details are as follows:

A total of 50 people had actively participated in each of these programmes which were organized on in March 2019. Experts from different parts of India were invited. Through our experts' inputs and active participation of the students and teachers, we could achieve our objectives. Participants could understand the severity of the problem of SAP, could be aware of psychosocial factors leading to SAP and could learn the preventive aspects of SAP and its consequences.

Awareness Generation Programme

More than 100 students of Social Work, Social Sciences and Science Faculty had participated in the awareness generation programme which was organized in February 2018. The students were informed and explained about the injurious penalties of drug abuse on individual and society. Participants were implored about their co-operation in disseminating the memorandum in the society at large.

Moreover, all the participants in the presence of honorable Vice Chancellor took the resolution to make MGKVP Campus and Varanasi 'Drug Free.'

Mental Health at Workplace and Social Work Profession

The symposium was organized by NAPSWI at the World Congress on Mental Health in New Delhi in November 2017 which was chaired by: Dr. P. S. Bhatia, Professor and Head, Department of Psychiatry, University College of Medical Sciences (UCMS) and at GTB Hospital.

Background of the Symposium

Mental health refers to our cognitive, behavioral, and emotional wellbeing - it is all about how we think, feel, and behave. The term 'mental health' is sometimes used to mean an absence of a mental disorder. Mental health can affect daily life, relationships, and even physical health. Mental health also includes a person's ability to enjoy life - to attain a balance

between life activities and efforts to achieve psychological resilience. The symposium was organized to discuss and facilitate the process of evolving an enabling environment among practicing social workers, other mental professionals and policy makers in order to address mental health and related issues at workplaces

An overview of presentations by speakers

Prof. Sanjai Bhatt welcomed the audience and began his talk with introduction of NAPSWI- its vision, mission, objectives, and key achievements. He also mentioned that NAPSWI's membership is open for social work professionals, teachers, practitioners, students, senior social work professional and social work associations and organizations, and that any person with social work education residing within the Union Territory of India. Among the key activities by NAPSWI, Prof. Bhatt mentioned Indian Social Work Congress, a National Register of Professional Social Workers in India, publication of the Journal of Social Work Education, Research and Action (SWERA), and Service provider and service seekers interface through NAPSWI SEWAMITRA.

Discussing the theme of mental health at workplace, Prof. Bhatt began by focusing on the changes that following three 'W's are undergoing: Work, Workers and Workplaces. He mentioned how workers face increasing intra-personal problems as well as restricted means for interactions at workplaces because in the current scenario, a sense of competition often overtakes cooperation that should ideally exist. Prof. Bhatt mentioned following to be the key mental health concerns of people at workplaces: anxiety, stress, depression, anger, problems in relationships, and loss of traditional values of honesty, commitment, trust, and loyalty. He shared that NAPSWI plans to address mental health and safety concerns

at workplaces by launching a campaign on the issue.

Dr. Shweta Verma discussed about creating inclusive workplaces using mental health perspectives. She emphasized upon the idea that the processes for promoting mental health and creating inclusive environments not only contribute to each other but are also necessary for each other. According to *Dr. Shweta*, an inclusive workplace has following characteristics:

- It draws diverse people in
- It creates space for diversity
- It celebrates diversity (instead of tolerating it)
- It nurtures and protects mental health of each person
- It promotes meaningful participation of each person
- It does not push people out because of disability, gender, religion, sexuality, choice of spouse (e.g. someone in inter-faith marriage), caste, and other characteristics that are part of human diversity
- It ensures that the environment is not a barrier for people's contribution
- It motivates people to contribute
- It has caring and respecting environments
- It has mechanisms in place for self-care and support - which are not seen as favors

Shweta also states that it would be a mistake for organizations to think that exclusion, lack of participation, and burnout among workers is an individual problem, or that it is not organization's responsibility to address these. She said that it would also be a mistake to believe that exclusion, lack of participation, and burnout, do not affect organizations or that they can't do something about these. To address these three aspects, *Dr. Shweta*

suggested that organizations must tackle mismatch between workplace and people in the following aspects: workload, level of control and participation of workers, rewards, supportive and enabling relationships, perceived level of fairness in the organizations as well as mismatch between organizational and personal value system among team members. She concluded by again emphasizing that it is necessary to create inclusive workplaces and promote mental health.

Sh. Suneel Vatsyayan presented on the theme of mental health concerns in the armed forces, with specific focus on the Border Security Force (BSF) in India. He presented key concerns related to armed forces, including the incidence of suicide among armed forces, heart attacks as well other mental health concerns arising out of alcohol consumption, and stressful daily routine. In this context, *Mr. Suneel* also talked about the following work related aspects that promote mental well-being according to him: time structure as an absence of time structure can be a major psychological burden); social contact; collective effort and purpose as the employment offers a social context outside the family; social identity as the employment is an important element in defining oneself; and regular activities that help in organizing one's daily life. *Mr. Vatsyayan* emphasized upon a need for quality counseling services among the armed forces. Before concluding his presentation, *Mr. Vatsyayan* also shared an overview of the areas of intervention of his organization, *Nada India Foundation*. (Read more:

https://www.who.int/ncds/management/who_appendix_bestbuys.pdf)

Prof. Neera Agnimitra, in her discussion, focused upon mental health needs of youth. She emphasized that mental health concerns of youth at workplace can be addressed much better if the interventions happen before youth enters workplaces. She considered Universities and colleges to

be the key areas requiring urgent focus of mental health interventions. Sharing examples of mental health concerns of youth within her institution, she also broadly discussed how many young people today suffer from depression, anxiety, eating disorders, and how they immediate need for gratification impacts their behaviors. Prof. Agnimitra stated the need for urgent action vis a vis mental health in educational institutions. She also cautioned that mere administrative procedures in form of establishment of committees or recruitment of counselors may not be enough because what we need is an environment which de-stigmatizes help seeking and allows for openness in sharing own worries, problems and mental health concerns. She urged NAPSWI to act in this direction.

Following the speakers' presentations, the Chairperson, Dr. Bhatia summarized key points from the presentations and invited questions and comments from the audience. He also agreed with the need to

address mental health issues of youth. The discussion, facilitated by Dr. Bhatia, focused on lack of adequate mental health professionals in India and hence the need to devise programs that do not necessarily require a psychiatrist or a psychologist within each institution. The discussants also pointed out the even when mental health professionals are stationed in their respective positions in universities/other institutions, their services are not adequately utilized. Stigma, lack of awareness about mental health services, and lack of open and comfortable environment for help seeking also plays an important role in underutilization of mental health services within educational institutions.

Campaign Working Group

Dr. Sanjai Bhatt (National Convener), Suneel Vatsyayan (Dy. Convener), Shobha John (Advisor), Dr. Bansi Dhar Pandey, Dr. Gaurav Gaur, Dr. Nalini and Dr. Suresh Pathere and Prof. Jose.

Appendix: 4

NAPSWI Campaign For School Complex and Appointment of social workers

Dated: 2018

To

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.....

Subject: Urgent need to establish school Complex and for appointment of School Social Workers in all Government and Private schools in Your State– Reg.

Respected Madam/Sir,

Greetings from National Association of Professional Social Workers in India (NAPSWI)!

At the outset I would like to introduce NAPSWI and its mission. Established in 2005, it is the largest association of Professional Social Workers in India. The organisation is committed to advance excellence in education, training and practice of professional social work in India. With members drawn from across the country, NAPSWI aims to advance the knowledge and practice base of social work interventions that enhance quality of life and standard of living of persons, their family and environment. In India, professional social workers have been employed in various government, private, and non-government organisations (NGOs) since past many decades. For the last eight decades we have been working on diverse issues related to different groups of population with the objective of promoting the well-being of human beings. Social work as a subject is being taught at graduate and post graduate level throughout the country in 526 colleges/universities and produces a large trained social service work force for many fields. school social workers have been appointed by some schools and their results are quite encouraging.

Through this letter I would like to draw your attention towards a major area of professional social work intervention –**the lives of school-going children (6-14 years)**. Before elaborating upon the same, I would also like to take this opportunity to praise the efforts of your Government/Department in improving the status of school education in your state. These efforts have increased enrolment, decreased drop-out rates, and have improved the quality of education imparted at school level.

While on one hand government policies and initiatives have improved access to education and its quality, it goes without saying that the environment in which the school-age children (6-14 years) are growing-up has witnessed a drastic change in the last few decades. Globalisation and its impacts on the society have exposed them to newer threats at school. A content analysis of media reports on

schools in the last few years reveals a sharp increase in the number of cases of child abuse, stress and anxiety related disorders, violence, and even suicide among these children. Interestingly, these changes are not restricted to only urban spaces but have also been reported from rural areas. Information and Telecommunication (IT) revolution has made the situation even grimmer. The weakening of the traditional family system which was a major support system for these children has further exacerbated the situation by increasing their vulnerabilities and reducing their ability to cope with the stressors.

Important policy documents on education including the National Curriculum Framework (NCF, 2005) and the RashtriyaMadhyamikShikshaAbhiyan (RMSA, 2012) have laid emphasis on guidance and counselling at school level. It is noteworthy that in the context of Indian school education 'guidance and counselling' has remained restricted to employment counseling. National Council of Educational Research and Training (NCERT, 2015) in its guidelines has also stressed upon the need to address the problems/crises faced by students '*in their academic, social, emotional and personal lives*'. It mentions that such interventions should be '*based on the expressed needs, concerns of the students as well as aligned to the needs and demands of the students' immediate socio-economic and political environment*'.

In the light of the above, I would like to draw your attention to the fact that recruitment of professional social workers as **School Social Worker** will be an effective way of preventing most student related issues in the schools. Trained with methods of working with individuals, groups and communities; professional social workers (PSW) will be an integral link between school, home, and community and will ensure students achieve academic success with lesser stress and strains. Their work will encompass in improvement in attendance, reduce bullying, home visits, handle suicidality, address behavioural concerns, prevention of child abuse, arresting increasing violence, and many other intertwined issues. These PSWs will inculcate family values, cater to the needs of special populations, students with disabilities, career guidance, parents counselling, and any other issues that may impede or inhibit students' academic success and overall personality growth.

I take this opportunity to humbly request you for initiating the process of establishing SCHOOL COMPLEX and creation of the position of School Social workers in all schools as recommended in New Education Policy. On behalf of NAPSWI, I assure you our commitment of fully supporting any such process. I shall feel personally obliged if you provide us an opportunity to make a detailed presentation in this regard.

Thanking you in anticipation of a favourable response.
Best Regards

(Prof. Sanjai Bhatt)

President

National Association of Professional Social Workers in India (NAPSWI)

Appendix: 5



National Association of Professional Social Workers in India

THE PLEDGE

I pledge to step out of my area of comfort so I may meet people, listen to their lives, grow and remain open to their full humanity

I pledge to be critical and ask questions in order to cast doubt, inquire and prompt social change and transformation.

I shall self-reflect to examine my own biases, clarify my beliefs and take stances.

I shall strive continuously to advance knowledge about people, issues, and social work profession.

I pledge to contribute towards turning our institutions into genuinely transparent, accountable and fair communities of action.

I promise to defend freedom of expression, to being open always to dialogue and listening.

I shall be consciously inclusive towards all people and act to promote diversity, equality, mutual respect, justice and reconciliation

I give a promise to walk with marginalized voiceless, and people who have been forced to silence.

I promise to myself to engage people and structures to address life challenges and enhance their wellbeing.

From this day I am aware that I am part of a community of change agents. I, thus, pledge to act ethically, in compassion, with thoughtfulness, conviction, passion, honesty, perseverance and humility.

That is the least I pledge for.....

(Adopted by NAPSWI @ 1st Indian Social Work Congress 2013)

Appendix: 6

NAPSWI Executive Committee Members

1. Prof. Sanjai Bhatt, Department of social work, University of Delhi, Delhi (President), sanjaibhatt@gmail.com
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3. Dr. Ankur Saxena, Faculty of Social Work, MS University of Baroda (Joint secretary) ankur.a.saxena@gmail.com
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