

AWARENESS AND ADVOCACY
CAMPAIGN FOR A
NATIONAL
COUNCIL
FOR
SOCIAL WORK
EDUCATION



A SOURCE BOOK

**National Campaign Committee for
National Council for Social Work Education**

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First Edition, October 2021



Prepared by

**National Campaign Committee for
National Council for Social Work Education**

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Preface

This Advocacy Kit on Awareness and Advocacy for a National Council for Social Work Education is prepared by the National Campaign Committee for National Council for Social Work Education. It has two objectives: Creating awareness about professional social work in India, and advocating for establishment of a National Council for Social Work Education with the government systems.

The key dimensions required for the recognition of social work as a profession are social work education, social work practice, social work associations, social work literature, and social work ethics. The first section provides an overview of professionalisation of social work in the Indian context through these dimensions. In spite of all the achievements, and although popularity of social work is increasing as a job-oriented course, social work profession in India faces the challenges of the absence of a social work council that would institutionalise its recognition by the government and the civil society.

The second section on Advocacy for a National Council for Social Work Education covers the reasons we need a national council for social work education, the process for development of a national council for social work education bill, 2021, highlights of

the proposed bill, the process for awareness and advocacy for it, and lastly, the frequently asked questions about the proposed council. The booklet concludes with key definitions of social work and related terms.

We look forward to your support for establishment of a National Council for Social Work Education in India. Your feedback is welcome at **ncswe2021@gmail.com**.

SECTION – I

**AN OVERVIEW OF SOCIAL WORK
PROFESSION IN INDIA**

SECTION - I

AN OVERVIEW OF SOCIAL WORK PROFESSION IN INDIA

INTERNATIONAL CONTEXT

Social service has been an age-old tradition, promoted by religions and philanthropists, all over the world. However, for more than a century now, social work is an internationally recognised interdisciplinary academic discipline and profession where social workers are trained through classwork and field practicum, based on a scientific body of knowledge, values and ethics, and skills of working with people and systems. The International Association of Schools of Social Work notes that in 2010, social work was being taught in 2110 social work programmes in more than 125 countries.

The Global Definition of the Social Work Profession approved by the International Federation of Social Work and the International Association of Schools of Social Work in 2014 states that “Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility, and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indigenous knowledge, social work engages people and structures to address life challenges and enhance wellbeing.”

DEFINITION OF SOCIAL WORK PROFESSION IN INDIA

Based on discussion held on March 3, 2021, at the Eighth Social Work Congress, the National Association of Professional Social Work in India (NAPSWI) arrived at the following definition of professional social work in India: Professional social work trains a cadre of social workers to promote community and social development through rights-based universal provision for basic needs; and social justice for the socially excluded groups. It is guided by the Indian Constitutional values, India’s commitment to the International Human Rights Law, and social work

professional ethics. It is underpinned by interdisciplinary theories of social work, applied social sciences, and development studies, combined with indigenous knowledge and practice wisdom. It adopts participatory and empowerment approaches, for intervention with individuals, families, groups, and communities, and their monitoring and evaluation. It works in collaboration with systems of the state and civil society and carries out policy and programme analysis for meeting the goals of social justice and social development.

In short, professional social work is a humanitarian profession and an academic discipline, based on interdisciplinary knowledge, Constitutional values and ethics, and methods and skills of working with people and systems to meet India's goals of social development and social justice.

SOCIAL WORK EDUCATION IN INDIA

Social work education is the beginning and core aspect of social work profession.

- The need of training of social workers was recognised in India by Social Service League, as early as in 1923.
- The first professional school of social work, namely the Sir Dorabji Tata Graduate School of Social Work (now known as the Tata Institute of Social Sciences) was established in Mumbai in 1936. It is also the first school of social work in Asia.
- India is the second largest country in the world imparting social work education. It has more than 526 Social Work Education Programmes in affiliated to 181 universities, in most of the states and many union territories of the country.
- As per the report of the All-India Survey of Higher Education, more than one lakh students were enrolled in BSW and MSW programmes in 2018-19.
- Over five lakh professional social workers are estimated to be currently working with civil society organisations, government, the corporate sector, schools, hospital and health sectors, criminal justice systems, as well as with the other welfare/developmental agencies at the state, regional, national and international levels.
- Social work in India is one of the best job-oriented courses in the university system. Almost three fourth of the students get jobs soon after their graduation,

in government and non-government social sectors as well as in the corporate sector.

The data from the reports of All India Survey on Higher Education for the period of 2010-11 to 2018-19 show that while more than 95 percent of the 526 social work educational institutions are offering the MSW programme, more than half (59.12 per cent) are offering the BSW programme. The share of students enrolled through distance mode of education in BSW and MSW programme is 22 per cent and 34.09 per cent respectively. Student enrollment in the Ph.D. programme has shown a consistent increase. India has added around 0.36 million BSWs/MSWs in the past eight years, averaging forty-five thousand professional social workers per annum.

SUPPORT TO SOCIAL WORK EDUCATION BY GOVERNMENT OF INDIA

The Government of India has supported social work education through its different bodies.

The University Grants Commission (UGC)

- In 1965, the UGC and the Ministry of Education, Government of India jointly published a review on *Social Work Education in Indian Universities* by a committee chaired by Dr. Radhakamal Mukherjee.
- In 1980, the second report of UGC on social work education, called *Review of Social Work Education in India*, was published, with Prof Armaity S. Desai as its Convener.
- From 1989 to 2005, the UGC sponsored Refresher Courses for Social Work Educators.
- In 1990, the UGC sponsored preparation of a *Report of the Curriculum Development Centre in Social Work Education*.
- UGC had appointed a Panel on social work education.
- In 2001, the UGC sponsored preparation of a *Model Curriculum for social work education*.
- In 2019, the UGC sponsored development of a Learning Outcomes based Curriculum Framework (LOCF) for Bachelor of Social Work (BSW).

Ministry of Education

- In 1950, an Advisory Board on Social Welfare, set up by the Ministry of Education, prepared a uniform syllabus for a two-year social welfare course at the postgraduate level.

The Planning Commission

- In 1968, the Planning Commission published the first edition of *Encyclopaedia of Social Work in India*.

The Ministry of Education and Social Welfare

- In 1976, the Ministry of Education and Social Welfare of the Government of India published a *Handbook on Social Work Education Facilities in India*.

The Ministry of Welfare

- In 1987, the Ministry of Welfare published the second edition of *Encyclopaedia of Social Work in India*.
- In 1995, the Ministry of Welfare published a *Directory of Social Work Education Facilities in India*.

The National Assessment and Accreditation Council

- In 2005, the National Assessment and Accreditation Council (NAAC) sponsored development of a Manual For Self-Study Of Social Work Institutions.

Professional social workers are recognized under the following laws:

- Welfare Officer under factories Act, 1947 (section 49),
- Counsellors under The Family Courts Act, 1984 (section 6),
- Members of Child Welfare Committees and Juvenile Justice Boards under The Juvenile Justice (Care and Protection of Children) Act, 2015,
- Psychiatric Social Workers under the Mental Healthcare Act 2017 (section 43),
- Transplant coordinators under Transplantation of Human Organs and Tissues Act 2014 (section 29).
- In the National Commission for Allied and Healthcare Professions Act, 2021, social workers including Clinical Social Worker, Psychiatric Social Worker, Medical Social Workers are brought under category of Behavioural Health Sciences Professional.

PROFESSIONAL SOCIAL WORK PRACTICE IN INDIA

While individuals without social work qualifications have also made significant contribution to the field of social justice and social development, professional social workers have made a niche for themselves based on their knowledge and value-based training.

- Professional social workers have made significant contribution to social justice policies and programmes for socially excluded groups such as women, Dalits, tribals, landless and small farmers, the unorganised and migrant labour, children, youth, older persons, persons with disabilities, and victims of displacement, statelessness, social conflict, and environmental disasters.
- Professional social workers have made valuable contribution to social development policies and programmes for poverty eradication, food security, water and sanitation, livelihood and employment, health, housing, environmental sustainability, literacy and basic education, etc.
- Professional social workers have made pathbreaking contribution to interventions *in schools, health systems such as hospitals, health centres, and mental health settings, criminal justice systems such as police stations, and institutions set up under various legislation, run by state and civil society organisations, industries/ corporate sector, etc.*
- Professional social workers have always been proactive in their response during calamities and disasters. For example, their contribution to survey, relief and rehabilitation during Bhopal Gas Tragedy, Kutchh and Latur Earthquake, Tsunami in South India and Andaman and Nicobar Islands, Diviseema Cyclone, etc. are noteworthy.
- During COVID-19, the community of professional social workers have made a significant contribution for providing essential and emergency support services including awareness.
- Professional social workers develop and demonstrate innovative field practice, several of which have influenced national level social policies and programmes. For example, Childline, a national helpline service for children, was started by a professional social worker.

- Professional social workers have also contributed to a range of policies and programmes as consultants to various bodies of the UN as well as multilateral and international organisations.

SOCIAL WORK PROFESSIONAL ASSOCIATIONS IN INDIA

The social work professional associations in India promote professionalism, by consolidating contributions to social work education, research and publication, practice, and advocacy with the governments.

- The Indian Association of Trained Social Workers (IATSW) and the Association of Schools of Social Work in India (ASSWI) have made significant contribution to improve the quality in social work education, knowledge, and practice but are not in existence anymore.
- At present, India has four national social work professional associations, two of which are specialisation-based :
 1. National Association of Professional Social Work in India (NAPSWI)
 2. The Indian Society of Professional Social Work (ISPSW)
 3. Association of Psychiatric Social Work Professionals
 4. All India Association of Medical Social Work Professionals
- Following are 10 state-level and one city-level associations:
 1. Social Work Association of Chhatisgadh
 2. Karnataka Professional Social Workers Association (KAPSW)
 3. Association of Schools of Social Work in Kerala (ASSK)
 4. Kerala Association of Professional Social Workers (KAPS)
 5. Maharashtra Association of Social Work Educators (MASWE)
 6. Professional Social Work Association of Jammu and Kashmir
 7. Odisha Professional Social Workers Association (OPSWA)
 8. Puducherry Professional Social Workers Forum (PPSWF)
 9. Professional Social Workers Association (Tamil Nadu) (PSWA)
 10. Uttar Pradesh Association of Professional Social Workers (UPAPSW)
 11. Bombay Association of Trained Social Workers (BATSW)

- India Network of Professional Social Workers Associations (INPSWA) is a network of the above professional social workers associations.

PROFESSIONAL SOCIAL WORK LITERATURE IN INDIA

Social work profession in India has made significant progress towards development of indigenous social work literature in India's socioeconomic and diverse cultural context :

- The UGC has sponsored two review reports of social work education in India, in 1965 and 1980 and curriculum development reports for social work, twice, in 1990 and 2001.
- India has published three editions of *Encyclopaedia of Social Work in India*, in 1968 by the Planning Commission, in 1987 by the Ministry of Welfare, and in 2012, by ASSWI.
- **India publishes the following social work journals:**
 1. *The Indian Journal of Social Work*, by Tata Institute of Social Sciences
 2. *Lucknow University Journal of Social Work called Contemporary Social Work* since 1991, by the Department of Social Work of Lucknow University
 3. *Social Work Forum* (stopped being published in 1981), by Indian Association of Trained Social Workers
 4. **Indian Journal of Psychiatric Social Work**
 5. *Perspectives in Social Work*, by the College of Social Work of the Nirmala Niketan Institute
 6. *National Journal of Professional Social Work*, by the Indian Society of Professional Social Work
 7. *Educere- BCM Journal of Social Work*, by Department of Social Work, BCM College, Kottayam
 8. *Journal of Madras School of Social Work*, by Madras School of Social Work
 9. *BSSS Journal of Social Work*, by Department of Social Work, The Bhopal School of Social Sciences
 10. *Social Work Footprints*, by Niratanka
 11. *Journal of Social Work and Development Issues*, by Udaipur School of Social Work

12. *Social Work Chronicle*
13. *Indian Journal of Social Work & Social Sciences*, by MatruSewa Sangh Institute of Social Work
14. *Journal of Social Work Education, Research and Action*, by National Association of Professional Social Work in India
15. *Journal of Social Work Education and Practice*, by Social Workers in India Forum
16. *Indian Journal of Dalit And Tribal Social Work*, by Tribal Intellectual Collective India
17. *Indian Journal of Health Social Work*, by All India Association of Medical Social Work Professionals
18. *Deeksha Journal of Social Work*, by PG Department of Social Work, St Aloysius College, Mangalore

SOCIAL WORK ETHICS IN INDIA

In 1997, the Social Work Educators Forum at TISS prepared the ‘Declaration of Ethics for Professional Social Workers’, with inputs from its faculty members. Based on the values of professional social work, Indian social values and the emerging values of the civil society approaches, this Declaration provides a value framework and pledge and best ethical practices to guide the conduct of professional social workers with reference to responsibilities to self and the profession, people in need, society and the state, co-workers and employing organisations and social work education and research. It is worded as a declaration and not as a code as there is no statutory body such as a council, to enforce it. This Declaration was revised by BATSW in 2002.

In 2015, the NAPSWI prepared a Code of Ethics for Professional Social Workers in India, with the aim to articulate its basic values, ethical principles, and ethical standards in order to guide the conduct of social work professionals. It is based on the codes and other resource materials prepared by the National Association of Social Workers (NASW), the British Association of Social Workers (BASW), Canadian Association of Social Workers (CASW), Australian Association of Social Workers (AASW), AvenirSocial - Professional Social Work Switzerland and Singapore Association of Social Workers (SASW).

GOVERNMENT OF INDIA'S RECOGNITION OF PROFESSIONAL SOCIAL WORKERS IN INDIA

- In 1952, Dr. J. M. Kumarappa, the former Director of TISS, was nominated to Rajya Sabha, the Upper House of Indian Parliament by President of India for his contribution to education.
- In 1975, Prof M.S. Gore, the former Director of TISS, was awarded the third highest civilian honour of the *Padma Bhushan*, for his contributions to social sciences.
- In 1991, Prof Raja Ram Shastri, former Professor of Social Work, was awarded *Padma Vibhushan*, the second highest civilian honor of *India*.
- In 1992, Shanthi Ranganathan , an alumna of Madras School of Social Work and the founder of *T. T. Ranganathan Clinical Research Foundation*, was the first recipient of the UN Vienna Civil Society Award and a recipient of the *Padma Shree* for her work in the field of drug de-addiction
- In 1995, Prof Armaity S. Desai, the former Director of TISS, was appointed as Chairperson of the University Grants Commission.
- In 2011, Sheela Patel, alumna of TISS and co-founder of the Society for the Promotion of Area Resource Centres, was awarded Padma Shri, the fourth highest civilian honor in India.
- In 2016, Sunita Krishnan, alumna of Roshni Nilaya, Mangalore, received Padma Shri, for her work with sex workers living in a red light area in Hyderabad, through Prajwala.

INDIAN PROFESSIONAL SOCIAL WORKERS WHO RECEIVED INTERNATIONAL AWARDS

- Prof Armaity S. Desai, alumna of TISS, received the Katherine Kendall Distinguished Service Award for outstanding contribution to Social Work Education, by the International Association of Schools of Social Work.
- Medha Patkar, alumna of TISS, received the the Right Livelihood Award for leading the Narmada Bachao Andolan and the *National Alliance of People's Movements*.

- Dr Ruth Manorama, alumna of the *University of Madras*, received the the Right Livelihood Award for her commitment to achieving equality for Dalit women, building effective and committed women's organizations and working for their rights.
- Dr Olinda Pereira, the founder of Principal School of Social Work, Roshni Nilaya, Mangaluru, was honoured with Mahatma Gandhi Peace Award from McMaster University in Hamilton, Canada.
- Dr. Sheilu Sreenivasan, alumna of the University of Madras, was elected an Ashoka Fellow for her work with the elderly through Dignity Foundation.
- Leena Joshi, alumna of TISS, was elected an Ashoka Fellow for creating a broad-based movement, led primarily by marginalized women, to reform the Indian government's centralized food subsidy system.
- Vandana Goipikumar, alumna of Madras School of Social Work was elected an Ashoka Fellow development of treatment, care and rehabilitation model for mentally ill homeless women, using the community care approach, both in urban and rural areas.
- Jeroo Billimoria, alumna of TISS, was elected an Ashoka Fellow for creating Childline, a 24-hour emergency telephone service for street children.
- Priti Patkar, alumna of TISS, was elected an Ashoka Fellow for her work with children of red-light area in Mumbai through her NGO Prerana.
- Paromita Goswamy, alumna of TISS, was elected an Ashoka Fellow for uniting the poorest rural farmers with their middle-class neighbours to promote the rights of the rural poor.
- Manjula Pradeep, alumna of Maharaja Sayajirao University of Baroda, was conferred the Woman Peace Maker award by the Joan B. Kroc Institute for Peace and Justice of the University of San Diego.
- Tarique Mohammad Quereshi, alumnus of TISS, was elected an Ashoka Fellow for Koshish, an Initiative on Homelessness and Destitution.
- Ms. Juliana Lohar, is selected as the first Indian to be the Ford Global Fellow.

CONTRIBUTION OF INDIAN PROFESSIONAL SOCIAL WORKERS TO INTERNATIONAL SOCIAL WORK ASSOCIATIONS

- Prof Armaity S. Desai, the Former Director of TISS, was elected the first President of the Asia-Pacific Association for Social Work Education.
- Prof Niranjana Gokarn, Former Professor of Social Work at TISS, was elected the General Secretary of the Asia-Pacific Association for Social Work Education
- Prof Vimla Nadkarni, Former Dean of the School of Social Work, TISS, was elected the first Indian President of the International Association of Schools of Social Work.
- Prof M.S. Pawar, Former Faculty of Social Work at TISS, was elected the President of the International Consortium of Social Development
- Mr. M.V. Sriganesh, Secretary General of the Indian Network of Professional Social Work Associations, is the first Indian to be elected the Asia-Pacific Regional Vice President of the International Federation of Social Workers.
- Prof Sanjai Bhatt, Former President of the National Association of Professional Social Work in India, was elected President (South Asia), International Council on Social Welfare and was appointed as Ambassador, Global Social service Workforce Alliance.
- Prof P.K. Shahjahan, Professor of Social Work at the TISS, was elected Vice-President of the International Council on Social Welfare.
- Prof Murli Desai was appointed the Co-Chair of the Women's Interest Group of the International Association of Schools of Social Work.
- Prof Asok Kumar Sarkar, Professor of Social Work at Vishva Bharati, was elected the Chairperson of the Asia-Pacific Branch of the International Consortium of Social Development

(The above list is not complete. Please help us to include more recipients. Please send details for inclusion and updating the list).

SECTION – II

**ADVOCACY FOR A NATIONAL COUNCIL
FOR SOCIAL WORK EDUCATION**

SECTION – II

ADVOCACY FOR A NATIONAL COUNCIL FOR SOCIAL WORK EDUCATION

TEN REASONS WE NEED A NATIONAL COUNCIL FOR SOCIAL WORK EDUCATION

Professional councils are responsible for recognition of courses, promotion of professional institutions and providing grants to undergraduate programmes and various awards, setting code of ethics/conduct, standard of practice etc. There are more than 15 statutory professional councils in India mentioned on UGC website. Social work is not one of them.

The social work profession urgently requires a National Council for Social Work Education to carry out the following tasks:

1. Enhancing the quality of social work education and ensuring standards of social work education and common core social work curriculum.
2. Institutionalisation of social work as a profession in the government and civil society systems, as professional social workers can significantly contribute to the Government's vision which envisages a New India by 2022, by eradicating poverty and corruption, through inclusive and sustainable development.
3. The popularity of social work is increasing as a job-oriented course, with more than 526 social work education programmes.
4. Development of a data base on social work education institutions and programmes, student enrolment, a profile of graduates of these programmes, and professional social workers practicing in different fields.
5. Development of a human resource plan for social work practitioners, based on the requirements of the field, that can be fed back to curriculum for institutions and programmes of social work education.
6. Standardisation of norms for online, open and distance learning.
7. Development and enforcement of a code of ethics for professional social workers.

8. Creating recognition and visibility for professional social work in the university system and the social work employment sector.
9. Facilitation of social work research, knowledge development, dissemination, and retrieval of literature for indigenisation of social work education and practice.
10. Conducting continuing education programmes for social work educators and social work practitioners.

The UGC has been offering the Post Graduate Scholarships for Professional Courses for SC/ST candidates in social work as well. However, it has stopped this service to social work students because it is now restricted to courses which require approval from the respective Regulatory Councils. MA, MSc, MCom, MSW and Mass Communication and Journalism degrees are not accepted as professional courses as they do not have professional councils. There is thus an urgent need for a social work council so that social work can be recognised as a profession.

PROCESS FOR DEVELOPMENT OF THE NATIONAL COUNCIL FOR SOCIAL WORK EDUCATION BILL, 2021

The First and Second review committees sponsored by the UGC in 1965 and 1980 respectively on social work education recommended setting up a National Council of Social Work Education to upgrade social work education. The following initiatives have been undertaken in the past in this direction:

- National Council of Professional Social Work in India Bill (1993)
- National Council of Professional Social Work in India Bill (2007)
- Bill for the Maharashtra Council for Professional Social Work (2015)
- The National Council of Professional Social Work Practitioners Bill (2018)

On July 14, 2020, a meeting of social work educators was called by the social sector division of NITI Aayog, for valuable inputs and suggestions to establish a National Council for Social Work.

Working Group: As a follow up of the NitiAyog meeting, an informal voluntary Working Group was formed mainly comprising some social work educators who were invited to the NITI Aayog meeting and those who have contributed to the earlier drafts :

- Working Group Coordinator: Prof Vimla Nadkarni
- Working Group Advisors: Prof Armaity Desai, Late Prof R.R. Singh, Prof Ghandi Doss, and Prof Sanjai Bhatt
- Drafting Committee Members: Prof Murli Desai, Convener, Prof B. Devi Prasad, Prof Helen Joseph, and Dr Shewli Kumar.

Process : A draft bill developed by this Working Group on “The Indian Council of Social Work Education and Practice Bill, 2020” was widely circulated to institutions of social work education, and social work professional associations in India, with a request to discuss these documents with their former and present colleagues, educators and practitioners, and send feedback.

- Overall, 15 professional social work associations, 15 institutions of social work education, two students and research scholars’ groups, and two non-government organisations, organised consultation webinars for educators as well as practitioners, at their institutional, state, or regional levels, covering large parts of India.
- The WG worked in solidarity with the social work community, following the principles of transparency, participation, flexibility, and respect of diverse viewpoints.
- This is a landmark Bill for a professional council, which is based on maximum consultation in the history of professional councils.

The feedback that was received from the consultation webinars facilitated the redrafting of the Bill namely “the National Council for Social Work Education (NCSWE) Bill, 2021”. The major change in the 2021 Bill is that it focuses on social work education and not on education and practice for the following reasons:

- Social work education is the foundation on which social work practice gets professionalised, and comprises only of social work professionals.
- While agreeing to the apparent importance of practice, it is important to recognise that the practice scenario is very amorphous and layered with multiple players, unlike practice in other professions. A common ground for the profession can therefore be possible only with education.

- The link of education with practice needs to be strengthened for quality education, and therefore equal representation of practitioners in the Council structure and their involvement in its functions are maintained.

HIGHLIGHTS OF THE PROPOSED NATIONAL COUNCIL FOR SOCIAL WORK EDUCATION BILL, 2021

Objects

The NCSWE aims at the following objects :

1. Formulate a curriculum framework in the context of changing socioeconomic realities in India.
2. Develop minimum standards for social work education institutions and programmes.
3. Carry out accreditation of social work education institutions and programmes.
4. Register professional social workers who have obtained social work qualifications from accredited social work education institutions, on voluntary basis.
5. Develop a code of ethics for promoting self-regulation and ensuring ethical conduct by professional social workers.
6. Develop a database of social work education, practice, and professional associations in India.
7. Identify jobs for professional social workers at different levels and in different fields in India and plan educational programmes according to the requirements of human resources for professional social work.
8. Promote recognition and visibility of the social work profession in social policy making, programmes, and interventions for social justice and social development.
9. Promote social work research, knowledge development, dissemination, and retrieval of literature for indigenisation of social work education and practice, relevant for India's diverse socioeconomic, regional and cultural contexts in India.
10. Promote continuing education programmes for professional social workers for updating their knowledge, attitudes and skills for social work education, practice, and knowledge development.

11. Carry out policy analysis, contribute to policy formulation, and conduct capacity building programmes related to social justice and social development.
12. Build a greater synergy between social work practitioners and social work educators in order to complement and integrate theory, research, and practice and to explore newer relevant areas of work.
13. Strengthen collaborations and networking with civil society organisations, government, corporate sector, and other stakeholders in achieving social justice and social development goals.

Constitution

National Council: The National Council shall comprise a full-time Chairperson, a full-time Vice-Chairperson, and Honorary Members:

- The Chairperson shall be an eminent social work educator and the Vice-Chairperson shall be an eminent professional social work practitioner
- The Honorary Members shall comprise the following:
 - * Elected Directors (social work educators) and Deputy Directors (social work practitioners) from each of the six Zonal Councils to be the 12 zonal honorary members of the Council.
 - * One representative from a national network of professional social work associations, or the national level professional social work associations on rotation for each term.
 - * Four ex-officio members, not below the rank of Additional Secretary, to represent the Government of India Ministry of Education, NITI Aayog, the University Grants Commission, and the National Assessment and Accreditation Council.
 - * Not less than four ex-officio members, not below the rank of Additional Secretary, from among the cognate ministries of the Government of India.

Zonal Councils: For the purpose of decentralisation, the National Council shall conduct elections for a Director, a Deputy Director, and two members from each state and union territories (UTs) of the zone to constitute the six Zonal Councils for Social Work Education.

- Registration with the National Council is the basic criterion for all the nominations to the Zonal Council as well as to be voters for the election.
- The Director and the Deputy Director of each Zonal Council shall represent the respective zone at the National Council as Honorary Members.
- The Zonal Council shall support the professional functions of the National Council in the zone.

Expert Panels

The Council shall constitute the following Honorary Expert Panels for its major professional functions. They shall prepare draft reports and invite suggestions for revision from the accredited social work education institutions and registered professional social workers. The Panels shall then submit their revised reports to the Council for discussion and approval.

- 1) Expert Panel for Minimum Standards of Social Work Education Institutions
- 2) Expert Panel for Curricular Framework across Levels of Social Work Programmes
- 3) Expert Panel for Standards of Online, Open and Distance Modes for Social Work Education
- 4) Expert Panel for Continuing Education for Professional Social Workers
- 5) Expert Panel for Code of Ethics for Professional Social Workers
- 6) Expert Panel for Social Work Research, Knowledge Development, Dissemination, Retrieval, and Utilisation
- 7) Expert Panel for Human Resource Planning for Social Work
- 8) Expert Panel for Analysis and Advocacy for Social Policies, Laws and related Programmes
- 9) Expert Panel for Development of Field Action Projects
- 10) Expert Panel for Specialised Fields of Professional Social Work
- 11) Expert Panel on Linkage of the Council with the New Education Policy
- 12) Any other Expert Panel that the Council may decide to constitute to carry out its professional functions.

PROCESS FOR AWARENESS AND ADVOCACY FOR THE PROPOSED NATIONAL COUNCIL FOR SOCIAL WORK EDUCATION

National Campaign Committee: The Working Group was renamed the National Campaign Committee (NCC) and expanded to include a representative from each of the six zones of India, selected from those who had organised the consultation webinars in their institution/state and taken active interest in giving feedback.

Advisor : **Prof Armaity Desai**
Convener : **Prof Sanjai Bhatt**
Co-Convener : **Prof Vimla Nadkarni**
Member-Secretary : **Prof Murli Desai,**

Members:

**Prof Ghandi Doss, Prof B Devi Prasad,
Prof Helen Joseph, Dr Shewli Kumar & Prof RP Dwivedi**

Prof Archana Dassi
North Zone

Prof. Ambadas Mohite
West Zone

Ms. Sneha Misra
East Zone

Dr Sobhana H
North-East Zone

Prof AK Bharatiya
Central Zone

Dr Ipe Varughese
South Zone

Ms. Anita Rego, Social Work Practitioner

The NCSWE National Campaign Committee (NCC) has been organising meetings every two weeks since January 23, 2021, to plan and share progress at the national and zonal levels.

The NCC

- Sent the 2021 Draft Bill to the PM, NITI Aayog and the Ministry of Education, followed by other cognate ministries in January 2021.
- Circulated the 2021 Draft Bill for information to all the webinar organisers and individual social workers who had sent their feedback.

- Invited the webinar organisers to discuss the Way Forward for ensuring enactment of the Bill.
- Sent the 2021 Draft Bill to all institutions of social work education and professional associations.
- Organised awareness webinars for schools of social work, social work educators, students and practitioners and civil society organisations.
- Organised advocacy campaigns with a range of activities to be implemented.
- Developed and circulated an FAQs document on the Bill.
- Sent emails to Vice-Chancellors with social work background for support.
- Planning a meeting with the Ministry of Education.
- Facilitated formation of zonal committees through zonal conveners.

National and Campaign Committees

The Zonal Committees:

- Comprise at least one social work educator, one practitioner and one student from each state in the respective zone.
- Form whatsapp groups for planning their tasks.
- Write emails or conduct signature campaigns to send to the PMO and Ministry of Education advocating for the Bill.
- Contact local MPs and MLAs to support our efforts.
- Contact government functionaries with a social work background to support our efforts.
- Translate the FAQs in state languages and circulate.
- Write in national and local newspapers to create awareness about the bill and correct misconceptions.
- Develop and circulate posters and flyers.
- Organised awareness webinars for schools of social work, social work educators, students and practitioners and civil society organisations.
- Organised advocacy campaigns with a range of activities to be implemented at the zonal levels.

- Facilitate formation of state level committees to conduct awareness webinars for educators, students, civil society organisations, alumni and practitioners.

In addition to the above tasks, the professional social work associations have :

- Passed resolutions to support the Council Bill.
- Placed the Bill and the FAQs on their website.

THE FREQUENTLY ASKED QUESTIONS ABOUT THE PROPOSED NATIONAL COUNCIL FOR SOCIAL WORK EDUCATION

1. What are the responsibilities of professional Councils?

There are more than 15 statutory professional councils in India, recognised by UGC. These councils are responsible for recognition of courses, promotion of professional institutions and providing grants to undergraduate programmes and various awards, setting code of ethics/conduct, etc.

2. Has the Government of India recognised social work education in the past?

The UGC has sponsored two review committees on social work education, two reports on curriculum for social work education, and Refresher Courses in social work education. The Ministry of Welfare has published the second edition of the *Encyclopaedia of Social Work in India*, and a *Directory of Social Work Education Facilities in India*. In 2005, the NAAC sponsored a Manual for Self-Study of Social Work Institutions which included the minimum and quality standards in social work education.

3. Has any Government Committee or Ministry recommended setting up a Council for social work education?

The First as well as the Second Review Committees on Social Work Education, sponsored by the University Grants Commission (UGC), had recommended that a National Council for Professional Social Work Education may be established in order to upgrade social work education and to maintain standards. The first initiative was undertaken by the Ministry of Welfare to prepare a draft Bill for the establishment of the Council, in 1993.

4. Has the government formed the Working Group to prepare the NCSWE Bill?

The NITI Aayog had invited some social work educators for a meeting to discuss the need for a social work council on July 14, 2020. Subsequently, and independently of the NITI Aayog, an informal voluntary Working Group of professional social work educators was formed that prepared the draft Bill for a National Council for Social Work Education in 2021.

5. Preparing a Bill for enactment of legislation is the job of the parliament. Is it legitimate for professionals to prepare bills?

A concerned group of people can come together, prepare a document, and after an adequate process can submit the same to the government for its consideration for enactment. For examples, in 2005, a bill for Right to Information was introduced by the Majdoor, Kisan Shakti Sangathan which is today a legislation. In 2018, Prof Richard Hay had presented a similar Bill in Rajya Sabha, but it was not discussed.

6. What are the objects of the NCSWE that will be useful for professional social workers?

The NCSWE aims at formulating a curriculum framework and ensuring minimum standards for social work education institutions and programmes, for self-regulation as well as for accreditation. The NCSWE will also strengthen the linkages of social work education with practice, knowledge, and ethical conduct by professional social workers.

7. Why is the NCSWE duplicating their work with the UGC and the NAAC?

UGC is primarily mandated for promoting and coordinating university education, determining, and maintaining standards of teaching, examination, and research in universities; whereas the NAAC carries out assessment and accreditation of universities and colleges and not of disciplines. Thus, the NCSWE will strengthen the functions of UGC and NAAC and not duplicate their work.

8. Is there a convergence between the draft NCSWE Bill and the New Education Policy (NEP), 2020?

As the implementation of NEP 2020 will need to be gradual and carried out

in a phased manner, the Working Group adhered to the current educational system such as the UGC and its norms, while drafting the Bill.

9. What is the place of distance mode of education in social work education in the NCSWE?

We cannot deny the existence of social work programmes in distance mode all over the world with field practicum and direct supervision arrangements in many places. Development of standards for this mode of education is all the more essential, and therefore an expert panel is suggested in the Bill to look into these challenges.

10. Is the NCSWE Bill based on a western Eurocentric model and not indigenised?

Since the inception of social work profession in India, there have been many initiatives and continuous progress to make it more and more relevant to India. The Council Bill has been drafted in the context of these indigenous perspectives in the context of internationalisation of social work, as both are essential.

11. Will social workers without social work qualifications have to now stop working or get social work qualifications to continue to work as social workers?

The proposed Council concerns itself only with professional social workers. It will neither harm the interests or employment opportunities of the voluntary or development practitioners working with the welfare and development sectors nor undermine their significant contributions.

12. Why is the NCSWE only looking at social work education and not practice as well?

Social work education is the foundation on which social work practice gets professionalised and should therefore be a priority for the quality enhancement process. While agreeing to the apparent importance of practice, it is important to recognise that the practice scenario has multiple players, unlike practice in other professions, so cannot be covered by only social work council.

13. Will the government funded NCSWE control the freedom of social work educators?

Professional councils in India are all based on legislation and funded by the government, which will have some control over it. While drafting the Bill, the Working Group has tried to ensure that the Council has a balanced representation of professional social workers and government officers. With strong leadership at the top of the Council and a receptive government, it will be possible to maintain the autonomy of the professional body.

14. How will the NCSWE work be decentralised?

For the purpose of decentralisation, the National Council shall formulate zonal councils which will comprise elected Director, Deputy Director and two members from each state and union territories (UTs) of each of the six zones of India. The Director and the Deputy Director of each Zonal Council shall represent the respective zone at the National Council as Honorary Members. The Zonal Council shall support the professional functions of the National Council in the zone.

15. How will the Council make use of the expertise in different aspects of social work education all over India?

The Council shall constitute Expert Panels for its major professional functions that will comprise registered professional social workers known for their expertise and experience in the respective fields.

16. Will it be compulsory for professional social workers to register with the Council?

The Bill makes the registration with the Council voluntary for educators as well as the practitioners. However, professional social workers who wish to associate with the Council and its activities, need to register with it.

17. Is registration same as licensing of professional social workers?

Registration is not same as licensing as the former is voluntary and the latter is compulsory to work as professional social workers; therefore, not registering with the Council will not criminalise anyone.

18. Will the NCSWE develop a uniform syllabus for social work education all over India?

The Council shall not develop a uniform syllabus for social work education all over India but formulate a curriculum framework for social work education

programmes. The curriculum framework shall be flexible to include emerging areas of work and be adapted to meet the differential requirements in the region, state, and local contexts.

19. What are the advantages of the NCSWE for social work research and knowledge development?

The Council shall undertake the promotion of social work research, knowledge development, dissemination, retrieval, and utilization. It will promote documentation of the history of indigenous methods and values of social services in the diverse socioeconomic, cultural, and regional contexts that can be fed into social work knowledge.

20. How will the NCSWE promote ethical behaviour in social work education, research, and practice?

The NCSWE shall develop a Code of Ethics for Professional Social Workers, comprising its values, principles, pledge and ethical standards to guide the conduct of professional social workers, and develop a procedure for adjudication of ethics-related complaints.

21. How will the National council help students studying social work?

When the NCSWE is in place, students of social work will have access to quality social work education, competent social work educators, updated social work libraries, student support services, career counselling all over India and opportunities for relevant jobs in the field.

22. What are the advantages of the NCSWE to the social justice and the social development sectors?

Because of quality enhancement in social work education, the overall fields of social justice and social development and the specific fields within, these fields will get better qualified professional social workers for education, policy analysis, and practice.

SECTION – III

KEY DEFINITIONS OF SOCIAL WORK AND RELATED TERMS

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Charity

Charity comprises generous actions or donations to aid the poor, ill, or needy (<https://www.dictionary.com/browse/charity#>).

Philanthropy

Philanthropy is altruistic concern for human welfare and advancement, usually manifested by donations of money, property, or work to needy persons, by endowment of institutions of learning and hospitals, and by generosity to other socially useful purposes (<https://www.dictionary.com/browse/philanthropy>).

Social Welfare

Broadly speaking, welfare is the well-being of people and the purported outcome of social policy and development (Gough, 2004). Harold Wilensky and Charles Lebeaux (1965) distinguished between the residual and the institutional models of social welfare policy. India has residual welfare policies and multiple actors that provide welfare to people and not just the state.

Social Justice

Social justice is fair treatment of all people in a society, including respect for the rights of minorities and equitable distribution of resources among members of a community (<https://www.dictionary.com/browse/social-justice>).

Social Development

Midgley (1995) defined social development as a process of planned social change designed to promote the well-being of the population as a whole and in conjunction with a dynamic process of economic development. According to him, this development perspective in social welfare is universal, comprehensive, and macro-focused, drawing on the insights of political economy. According to Midgley and Sherraden (2000), social development seeks to end the bifurcation of economic and social policy and to ensure that social policy is not subsidiary to the economy.

The social development paradigm comprises development that aims at investment in human capabilities, social justice, poverty eradication and legal justice, through participatory, gender aware and sustainable development and rights-based social policy approach by national and international state and civil society systems (Desai, 2013).

Social Services

Social services are a range of public services intended to provide support and assistance towards particular groups, which commonly include the disadvantaged. They may be provided by individual actors, private and independent organisations, or administered by a government agency. Social services are connected with the concept of welfare and the welfare state, as countries with large welfare programmes often provide a wide range of social services. Social services are employed to address the wide range of needs of a society (https://en.wikipedia.org/wiki/Social_services).

Voluntary Organisations

The voluntary organisations during the freedom movement did not depend on the state for resources and directions. The resources were raised through donations or peoples' contributions. After Independence, these started relying upon the official system for funds, patronage and legitimacy and essentially became a 'delivery system' for providing relief and succour to affected populations (Sethi, 1989).

Civil Society Organisations

Civil society is usually taken to mean a realm or space in which there exists a set of organizational actors that are not part of the household, the state or the market. These organizations form a wide-ranging group which includes associations, people's movements, citizens' groups, consumer associations and NGOs (Lewis & Kanji, 2009).

Non-Government Organisations

The term "non-governmental organization" or NGO, came into use in 1945 because of the need for the UN to differentiate in its Charter between participation rights for intergovernmental specialized agencies and those for international private

organizations. At the UN, virtually all types of private bodies can be recognized as NGOs (Willetts, 2006). Lewis and Kanji (2009) observe that as non-governmental organizations, NGOS are conditioned by, and gain much of their legitimacy from their relationships with government, and by the nature of the state in any given context.

Social Movements

Social movements emerge to challenge dominant ideas about how society should be organized, to draw attention to needs not currently attended to under existing social arrangements, to argue that existing arrangements need protecting and deepening, and to make visible identities rendered invisible or abnormal by prevailing relationships of power. Because movements are those processes through which invisible and excluded identities are projected, made visible and given voice in society, and to the extent that these movements have a mass base, then they are likely to play significant roles in the determination of the ideas and ways of thinking that dominate in a society. The relative presence/absence and strength/weakness of social movements are central in determining the nature and reach of the state, as well as the boundary between what the state does for particular parts of society and what those parts of society have to do for themselves (Bebbington, 2010).

Social Work

With beginning of social work education, around 1900, the term ‘charity’ was replaced by ‘social welfare’, and ‘philanthropy’ by ‘social work’. In time, ‘social welfare’ came to refer to agencies and programmes and ‘social work’ to an occupation in such agencies (Leiby, 1987). Professional social work is a move away from indiscriminate or religion-based charity as it is scientific and secular. It aims at social welfare, now known as social justice and social development. It professionalises social services, works through civil society or non-government organisations, supports social movements, and mobilises communities to empower them to deal with their problems.

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