UNIT 5: PROFESSIONALIZATION OF SOCIAL WORK

UNIT STRUCTURE

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5.1 LEARNING OBJECTIVES

After going through this unit, you will be able to:

- Discuss the code of ethics in social work profession
- Explain the concept of marginalization in context to vulnerable groups
- Analyze the limitation of professional social work
- Describe the functions of various professional social workers associations in India and abroad.

5.2 INTRODUCTION

Social work differs from the various social sciences in that it is a profession. All professions can be viewed as social systems. Because the

social work profession is a system within which every social worker functions, whether it is recognized or not, every social worker ought to understand its ameliorative and creative function in society.

5.3 CODE OF ETHICS IN SOCIAL WORK PROFESSION

Social work is a professional activity. Implicit in its practice are ethical principles which prescribes the professional responsibility of the social worker. The primary objective of the code of ethics is to make these implicit principles explicit for the protection of client and other members of society. .The code of ethics was first developed by National Association of Social Workers (NASW), The NASW Code of Ethics is intended to serve as a guide to the everyday professional conduct of social workers. This Code includes four sections. The first Section, "Preamble," summarizes the social work profession's mission and core values. The second section, "Purpose of the NASW Code of Ethics," provides an overview of the Code's main functions and a brief guide for dealing with ethical issues or dilemmas in social work practice. The third section, "Ethical Principles," presents broad ethical principles, based on social work's core values that inform social work practice. The final section, "Ethical Standards," includes specific ethical standards to guide social workers' conduct and to provide a basis for adjudication.

5.3.1 Preamble

The primary mission of the social work profession is to enhance human well-being and help meet the basic human needs of all people, with particular attention to the needs and empowerment of people who are vulnerable, oppressed, and living in poverty. A historic and defining feature of social work is the profession's focus on individual well-being in a social context and the well-being of society. Fundamental to social work is attention to the environmental forces that create, contribute to, and address problems in living.

Social workers promote social justice and social change with and on behalf of clients. "Clients" is used inclusively to refer to individuals, families, groups, organizations, and communities. Social workers are sensitive to cultural and ethnic diversity and strive to end discrimination, oppression, poverty, and other forms of social injustice. These activities may be in the form of direct practice, community organizing, supervision, consultation administration, advocacy, social and political action, policy development and implementation, education, and research and evaluation. Social workers seek to enhance the capacity of people to address their own needs. Social workers also seek to promote the responsiveness of organizations, communities, and other social institutions to individuals' needs and social problems.

The mission of the social work profession is rooted in a set of core values. These core values, embraced by social workers throughout the profession's history, are the foundation of social work's unique purpose and perspective:

- service
- social justice
- dignity and worth of the person
- importance of human relationships
- integrity
- competence.

This constellation of core values reflects what is unique to the social work profession. Core values, and the principles that flow from them, must be balanced within the context and complexity of the human experience.

5.3.2 Purpose of the NASW Code of Ethics

Professional ethics are at the core of social work. The profession has an obligation to articulate its basic values, ethical principles, and ethical standards. The NASW Code of Ethics sets forth these values, principles, and standards to guide social workers' conduct. The Code is relevant to all social workers and social work students, regardless of their professional functions, the settings in which they work, or the populations they serve.K

The NASW Code of Ethics serves six purposes:

1. The Code identifies core values on which social work's mission is based.
2. The Code summarizes broad ethical principles that reflect the profession's core values and establishes a set of specific ethical standards that should be used to guide social work practice.
3. The Code is designed to help social workers identify relevant considerations when professional obligations conflict or ethical uncertainties arise.
4. The Code provides ethical standards to which the general public can hold the social work profession accountable.
5. The Code socializes practitioners new to the field to social work's mission, values, ethical principles, and ethical standards.
6. The Code articulates standards that the social work profession itself can use to assess whether social workers have engaged in unethical conduct. NASW has formal procedures to adjudicate ethics complaints filed against its members
7. The Code offers a set of values, principles, and standards to guide decision making and conduct when ethical issues arise. It does not provide a set of rules that prescribe how social workers should act in all situations. Specific applications of the Code must take into account the context in which it is being considered and the possibility of conflicts among the Code's values, principles, and standards. Ethical responsibilities flow from all human relationships, from the personal and familial to the social and professional.

Further, the NASW Code of Ethics does not specify which values, principles, and standards are most important and ought to outweigh others in instances when they conflict. Reasonable differences of opinion can and do exist among social workers with respect to the ways in which values, ethical principles, and ethical standards should be rank ordered when they conflict. Ethical decision making in a given situation must apply the informed

judgment of the individual social worker and should also consider how the issues would be judged in a peer review process where the ethical standards of the profession would be applied.

Ethical decision making is a process. There are many instances in social work where simple answers are not available to resolve complex ethical issues. Social workers should take into consideration all the values, principles, and standards in this Code that are relevant to any situation in which ethical judgment is warranted. Social workers' decisions and actions should be consistent with the spirit as well as the letter of this Code.

The NASW Code of Ethics is to be used by NASW and by individuals, agencies, organizations, and bodies (such as licensing and regulatory boards, professional liability insurance providers, courts of law, agency boards of directors, government agencies, and other professional groups) that choose to adopt it or use it as a frame of reference. Violation of standards in this Code does not automatically imply legal liability or violation of the law. Such determination can only be made in the context of legal and judicial proceedings. Alleged violations of the Code would be subject to a peer review process. Such processes are generally separate from legal or administrative procedures and insulated from legal review or proceedings to allow the profession to counsel and discipline its own members.

A code of ethics cannot guarantee ethical behavior. Moreover, a code of ethics cannot resolve all ethical issues or disputes or capture the richness and complexity involved in striving to make responsible choices within a moral community. Rather, a code of ethics sets forth values, ethical principles, and ethical standards to which professionals aspire and by which their actions can be judged. Social workers' ethical behavior should result from their personal commitment to engage in ethical practice. The NASW Code of Ethics reflects the commitment of all social workers to uphold the profession's values and to act ethically. Principles and standards must be applied by individuals of good character who discern moral questions and, in good faith, seek to make reliable ethical judgments.

5.3.3 Ethical Principles

The following broad ethical principles are based on social work's core values of service, social justice, dignity and worth of the person, importance of human relationships, integrity, and competence. These principles set forth ideals to which all social workers should aspire.

Value: Service

Ethical Principle: Social workers' primary goal is to help people in need and to address social problems.

Social workers elevate service to others above self-interest. Social workers draw on their knowledge, values, and skills to help people in need and to address social problems. Social workers are encouraged to volunteer some portion of their professional skills with no expectation of significant financial return (pro bono service).

Value: Social Justice

Ethical Principle: Social workers challenge social injustice.

Social workers pursue social change, particularly with and on behalf of vulnerable and oppressed individuals and groups of people. Social workers' social change efforts are focused primarily on issues of poverty, unemployment, discrimination, and other forms of social injustice. These activities seek to promote sensitivity to and knowledge about oppression and cultural and ethnic diversity. Social workers strive to ensure access to needed information, services, and resources; equality of opportunity; and meaningful participation in decision making for all people.

Value: Dignity and Worth of the Person

Ethical Principle: Social workers respect the inherent dignity and worth of the person.

Social workers treat each person in a caring and respectful fashion, mindful of individual differences and cultural and ethnic diversity. Social workers promote clients' socially responsible self-determination. Social workers seek to enhance clients' capacity and opportunity to change and to address their own needs. Social workers are cognizant of their dual responsibility to clients and to the broader society. They seek to resolve

conflicts between clients' interests and the broader society's interests in a socially responsible manner consistent with the values, ethical principles, and ethical standards of the profession.

Value: Importance of Human Relationships

Ethical Principle: Social workers recognize the central importance of human relationships.

Social workers understand that relationships between and among people are an important vehicle for change. Social workers engage people as partners in the helping process. Social workers seek to strengthen relationships among people in a purposeful effort to promote, restore, maintain, and enhance the well-being of individuals, families, social groups, organizations, and communities.

Value: Integrity

Ethical Principle: Social workers behave in a trustworthy manner.

Social workers are continually aware of the profession's mission, values, ethical principles, and ethical standards and practice in a manner consistent with them. Social workers act honestly and responsibly and promote ethical practices on the part of the organizations with which they are affiliated.

Value: Competence

Ethical Principle: Social workers practice within their areas of competence and develop and enhance their professional expertise.

Social workers continually strive to increase their professional knowledge and skills and to apply them in practice. Social workers should aspire to contribute to the knowledge base of the profession.



CHECK YOUR PROGRESS

Q 1: Describe the ethical principle of social justice

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Q 2: Why does social work profession value the dignity and worth of the client?

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5.3.5 Ethical Standards

The following ethical standards are relevant to the professional activities of all social workers. These standards concern (1) social workers' ethical responsibilities to clients, (2) social workers' ethical responsibilities to colleagues, (3) social workers' ethical responsibilities in practice settings, (5) social workers' ethical responsibilities as professionals, (5) social workers' ethical responsibilities to the social work profession, and (6) social workers' ethical responsibilities to the broader society.



Ethical Standards are enforceable guidelines for Professional conduct.

Some of the standards that follow are enforceable guidelines for professional conduct, and some are aspirational. The extent to which each standard is enforceable is a matter of professional judgment to be exercised by those responsible for reviewing alleged violations of **ethical standards**.

SOCIAL WORKERS' ETHICAL RESPONSIBILITIES TO CLIENTS

Commitment to Clients

Social workers' primary responsibility is to promote the well-being of clients. In general, clients' interests are primary. However, social workers' responsibility to the larger society or specific legal obligations may on limited occasions supersede the loyalty owed clients, and clients should be so advised. (Examples include when a social worker is required by law to report that a client has abused a child or has threatened to harm self or others.)

Self-Determination

Social workers respect and promote the right of clients to self-determination and assist clients in their efforts to identify and clarify their goals. Social workers may limit clients' right to self-determination when, in

the social workers' professional judgment, clients' actions or potential actions pose a serious, foreseeable, and imminent risk to themselves or others.

Informed Consent

Social workers should provide services to clients only in the context of a professional relationship based, when appropriate, on valid informed consent. Social workers should use clear and understandable language to inform clients of the purpose of the services, risks related to the services, limits to services because of the requirements of a third-party payer, relevant costs, reasonable alternatives, clients' right to refuse or withdraw consent, and the time frame covered by the consent. Social workers should provide clients with an opportunity to ask questions.

Competence

Social workers should provide services and represent themselves as competent only within the boundaries of their education, training, license, certification, consultation received, supervised experience, or other relevant professional experience. Social workers should provide services in substantive areas or use intervention techniques or approaches that are new to them only after engaging in appropriate study, training, consultation, and supervision from people who are competent in those interventions or techniques.

Cultural Competence and Social Diversity

Social workers should understand culture and its function in human behavior and society, recognizing the strengths that exist in all cultures. Social workers should have a knowledge base of their clients' cultures and be able to demonstrate competence in the provision of services that are sensitive to clients' cultures and to differences among people and cultural groups.

Conflicts of Interest

Social workers should be alert to and avoid conflicts of interest that

interfere with the exercise of professional discretion and impartial judgment. Social workers should inform clients when a real or potential conflict of interest arises and take reasonable steps to resolve the issue in a manner that makes the clients' interests primary and protects clients' interests to the greatest extent possible.

Privacy and Confidentiality

Social workers should respect clients' right to privacy. Social workers should not solicit private information from clients unless it is essential to providing services or conducting social work evaluation or research. Once private information is shared, standards of confidentiality apply. Social workers may disclose confidential information when appropriate with valid consent from a client or a person legally authorized to consent on behalf of a client.

Access to Records

Social workers should provide clients with reasonable access to records concerning the clients. Social workers who are concerned that clients' access to their records could cause serious misunderstanding or harm to the client should provide assistance in interpreting the records and consultation with the client regarding the records.

Sexual Relationships

Social workers should under no circumstances engage in sexual activities or sexual contact with current clients, whether such contact is consensual or forced.

Physical Contact

Social workers should not engage in physical contact with clients when there is a possibility of psychological harm to the client as a result of the contact (such as cradling or caressing clients). Social workers who engage in appropriate physical contact with clients are responsible for setting clear, appropriate, and culturally sensitive boundaries that govern such physical contact.

Sexual Harassment

Social workers should not sexually harass clients. Sexual harassment includes sexual advances, sexual solicitation, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

Derogatory Language

Social workers should not use derogatory language in their written or verbal communications to or about clients. Social workers should use accurate and respectful language in all communications to and about clients.

Payment for Services

When setting fees, social workers should ensure that the fees are fair, reasonable, and commensurate with the services performed. Consideration should be given to clients' ability to pay. Social workers should avoid accepting goods or services from clients as payment for professional services. Bartering arrangements, particularly involving services, create the potential for conflicts of interest, exploitation, and inappropriate boundaries in social workers' relationships with clients.

Interruption of Services

Social workers should make reasonable efforts to ensure continuity of services in the event that services are interrupted by factors such as unavailability, relocation, illness, disability, or death.

Termination of Services

Social workers should terminate services to clients and professional relationships with them when such services and relationships are no longer required or no longer serve the clients' needs or interests.

SOCIAL WORKERS' ETHICAL RESPONSIBILITIES TO COLLEAGUES

Respect- Social workers should treat colleagues with respect and should represent accurately and fairly the qualifications, views, and obligations of colleagues.

Confidentiality- Social workers should respect confidential information shared by colleagues in the course of their professional relationships and

transactions. Social workers should ensure that such colleagues understand social workers' obligation to respect confidentiality and any exceptions related to it.

Interdisciplinary Collaboration- Social workers who are members of an interdisciplinary team should participate in and contribute to decisions that affect the well-being of clients by drawing on the perspectives, values, and experiences of the social work profession. Professional and ethical obligations of the interdisciplinary team as a whole and of its individual members should be clearly established.

Consultation- Social workers should seek the advice and counsel of colleagues whenever such consultation is in the best interests of clients.Social workers should refer clients to other professionals when the other professionals' specialized knowledge or expertise is needed to serve clients fully or when social workers believe that they are not being effective or making reasonable progress with clients and that additional service is required.

Unethical Conduct of Colleagues- Social workers should take adequate measures to discourage, prevent, expose, and correct the unethical conduct of colleagues. Social workers should be knowledgeable about established policies and procedures for handling concerns about colleagues' unethical behavior. Social workers should be familiar with national, state, and local procedures for handling ethics complaints. These include policies and procedures created by NASW, licensing and regulatory bodies, employers, agencies, and other professional organizations.

SOCIAL WORKERS' ETHICAL RESPONSIBILITIES IN PRACTICE SETTINGS

Supervision and Consultation- Social workers who provide supervision or consultation should have the necessary knowledge and skill to supervise or consult appropriately and should do so only within their areas of knowledge and competence.

Education and Training- Social workers who function as educators, field instructors for students, or trainers should provide instruction only within

their areas of knowledge and competence and should provide instruction based on the most current information and knowledge available in the profession.

Performance Evaluation- Social workers who have responsibility for evaluating the performance of others should fulfill such responsibility in a fair and considerate manner and on the basis of clearly stated criteria.

Client Records- Social workers should take reasonable steps to ensure that documentation in records is accurate and reflects the services provided. Social workers should include sufficient and timely documentation in records to facilitate the delivery of services and to ensure continuity of services provided to clients in the future.

Administration- Social work administrators should advocate within and outside their agencies for adequate resources to meet clients' needs. Social workers should advocate for resource allocation procedures that are open and fair.



Interdisciplinary Collaboration of social workers is crucial for efficeint functioning.

Commitments to Employers- Social workers generally should adhere to commitments made to employers and employing organizations. Social workers should work to improve employing agencies' policies and procedures and the efficiency and effectiveness of their services.

SOCIAL WORKERS' ETHICAL RESPONSIBILITIES AS PROFESSIONALS

Competence- Social workers should accept responsibility or employment only on the basis of existing competence or the intention to acquire the necessary competence. Social workers should strive to become and remain proficient in professional practice and the performance of professional functions.

Discrimination- Social workers should not practice, condone, facilitate, or collaborate with any form of discrimination on the basis of race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, or mental or physical disability.

Dishonesty, Fraud, and Deception

Social workers should not participate in, condone, or be associated with dishonesty, fraud, or deception. Social workers should not allow their own personal problems, psychosocial distress, legal problems, substance abuse, or mental health difficulties to interfere with their professional judgment and performance or to jeopardize the best interests of people for whom they have a professional responsibility.

Acknowledging Credit- Social workers should take responsibility and credit, including authorship credit, only for work they have actually performed and to which they have contributed.

SOCIAL WORKERS' ETHICAL RESPONSIBILITIES TO THE SOCIAL WORK PROFESSION AND SOCIETY

Integrity of the Profession- Social workers should work toward the maintenance and promotion of high standards of practice.Social workers should uphold and advance the values, ethics, knowledge, and mission of the profession. Social workers should protect, enhance, and improve the integrity of the profession through appropriate study and research, active discussion, and responsible criticism of the profession.

Evaluation and Research- Social workers should monitor and evaluate policies, the implementation of programs, and practice interventions. Social workers should critically examine and keep current with emerging knowledge relevant to social work and fully use evaluation and research evidence in their professional practice.

Social Welfare- Social workers should promote the general welfare of society, from local to global levels, and the development of people, their communities, and their environments. Social workers should advocate for living conditions conducive to the fulfillment of basic human needs and should promote social, economic, political, and cultural values and institutions that are compatible with the realization of social justice.

Social and Political Action- Social workers should engage in social and political action that seeks to ensure that all people have equal access to the resources, employment, services, and opportunities they require to

meet their basic human needs and to develop fully. Social workers should be aware of the impact of the political arena on practice and should advocate for changes in policy and legislation to improve social conditions in order to meet basic human needs and promote social justice.

5.4 LIMITATIONS OF PROFESSIONAL SOCIAL WORK

Over the years social work has grown from voluntary helping to an occupation and a recognized profession. But nevertheless there are certain limitations to the profession. The biggest challenge that social work faces for being recognised as a profession is the haziness of its social status. It is still assumed that social work is voluntary in nature and any individual (with a kind heart) who wishes to pursue social work can do so. Let us now examine some of the limitations faced by this profession :

1. First of all, it has a western theoretical base underlying its methodology. Such a theoretical base can affect the helping process when it lacks cultural roots in its application.
2. Most of the existing knowledge is based purely on theoretical understanding of problems and thus is problem related than practice related. This can be seen as a handicap of the profession as it exists in India today.
3. The area of specialized knowledge in social work is somewhat limited. Little attempts have been made to develop systematic empirical knowledge relating to typical problems, situations and ways of handling them.
4. Professional social work suffers from the lack of an accreditation process which in turn hampers community recognition. In the absence of a licensing system, anyone can claim the title of a social worker.
5. As regards the professional culture, though the profession has developed its own beliefs about the value of its own professional service, norms regarding how these should be reflected in behavior

with clients and symbols have not been evolved. All this puts many constraints on the society to make a distinction among professionals, non-professionals and voluntary workers.

In the light of the above discussion, it becomes clear that the process of professionalization is largely incomplete for the social work profession in India. But change is inevitable and the need of the hour is to develop a pattern responsive to the social realities. Social work requires a service mentality and a greater understanding of people. Social work education should take this aspect into consideration while formulating the content and methodology of study. Education should be made more field oriented. The villages should be laboratories for students. Also there is a need to change the content and methodology of social work education vis-à-vis the present day social realities.

5.5 PROFESSIONAL SOCIAL WORKERS ASSOCIATION IN INDIA AND ABROAD

With the rising growth of social work education, the need of professional organizations was felt. The professional bodies of social workers that functions at the international level are:

1. **The National Association of Social Workers (NASW):** NASW is a professional organization of social workers in the United States. NASW has about 132,000 members. It is committed to helping social workers meet their professional development needs. This strong dedication has led to the creation of multiple professional development programs and products such as credentials, education and training courses, newsletters, employment information, resources, and publications. The Association developed and adopted the NASW Code of Ethics and other generalized and specialized practice standards. Further the association is concerned with (i) laying down and maintaining proper standards in professional social work education and promoting the profession on scientific lines,(ii) providing opportunity

to faculty members to meet and exchange their ideas, (iii) arranging seminars and refresher courses for faculty members, (iv) encouraging and coordinating researches and promoting publication of literature on different subjects relating to social work, (v) disseminating information pertaining to social work education and (vi) working as a national forum on all matters concerning social work education.

2. **International Council on Social Welfare (ICSW):** International council on Social Welfare was founded in Paris in 1928 under the original name of International Conference of Social Work. It became the International Council on Social Welfare on the 1st of January 1967. The main aim of ICSW is to advance social welfare, social justice and social development. Further it gathers and disseminates information, undertake research & analysis e, convenes seminar & conferences, draws on grass root expertise, strengthen nongovernmental organizations, develop policy proposals, engages in public advocacy and work with policy makers and administrators in government and elsewhere.



The National Association of Social Workers have established the Code of Ethics.

3. **International Association of schools of social work (IASSW):** International Association of schools of social work is an international association of institutions of social work education. It is an organization supporting social work education and social work educators. It adheres to all United Nation declaration and conventions on human right, recognizing that respect for the inalienable right of the individual is the foundation of freedom, justice and peace with the aim of developing and promoting excellence in social work education, research and scholarship globally in order to enhance human wellbeing.

Besides this, there are several professional organizations functioning at the National level. Some of these are:

i. **Associations of Schools of Social Work inIndia (ASSWI):** ASSWI was established in 1959 at Baroda. It is a professional

organization engaged in the promotion of standards of social work education in the country. It has represented the profession by taking up social issues and concerns related to social work education at the national level since the early sixties. This association is functioning through its elected executive committee. Most of the members of ASSWI are from Schools of Social Work/Departments of Social Work which were established during the second half of the 20th century.

ii. **The Indian Society of Professional Social Work (ISPSW):** ISPSW is the oldest association of professional social workers in India. It has been geared towards the goal of Empowering Society for Social Development. The Society was formerly known as Indian Society of Psychiatric Social Work. It was established in the year 1970 by Dr. R.K.Upadhyaya and his staff of the Dept of Psychiatric Social Work, Central Institute of Psychiatry, Ranchi. The present name of the Society was considered in the year 1988, because of an increased representation of the trainers, practitioners and researchers of all specialization of Social Work. The association primarily focuses on uniting the professional social workers to debate, discuss and develop conceptual frameworks and feasible indigenous interventions of social work for practice in India. In order to facilitate this purpose, the Society has conducted many annual Conferences seminars and symposia on various social issues, all over India. Many of the life members of this Society are representing various reputed National and International organizations, Universities and other agencies all over the World. The Society regularly identifies and felicitates esteemed personalities from the Social Work and its related fields.

iii. **National Association of Professional Social Workers in India** (NAPSWI): NAPSWI is a non profit, non-political, national level organization dedicated to the promotion of standard and status of social work profession in India. The association received legal

status as a society under the Society Registration Act XXI of 1860 on 9th September 2005. This national association comprises social work institutions, schools and departments, educators, practitioners as well as students from every state in the country.NAPSWI intends to fulfill the twin purpose of promoting the social work profession across the country with the aim of improving the quality of services in the social welfare and social development sectors on one hand and to protect interests of social work professionals on the other hand. NAPSWI aims to advance excellence in education, training and practice of professional social work through -Education, Research, Training, Networking, Advocacy and Resource Development.



CHECK YOUR PROGRESS

Q 1: . List the professional organizations of social workers at the international level.

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Q 2:. List the professional organizations of social workers at the national level.

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5.6 LET US SUM UP

- The code of ethics was first developed by National Association of Social Workers (NASW) The NASW Code of Ethics is intended to serve as a guide to the everyday professional conduct of social workers

- Professional ethics are at the core of social work. The profession has an obligation to articulate its basic values, ethical principles, and ethical standards. The NASW Code of Ethics sets forth these values, principles, and standards to guide social workers' conduct.
- Marginalization is a complex as well as shifting phenomenon linked to social status.
- Certain groups in the society often encounter discriminatory treatment and need special attention to avoid potential exploitation. This population constitutes what is referred to as vulnerable groups.
- The biggest challenge that social work faces for being recognised as a profession is the haziness of its social status.

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5.8 ANSWERS TO 'CHECK YOUR PROGRESS'

Answer 1. Social workers pursue social change, particularly with and on behalf of vulnerable and oppressed individuals and groups of people. Social workers' social change efforts are focused primarily on issues of poverty, unemployment, discrimination, and other forms of social injustice. These activities seek to promote sensitivity to and knowledge about oppression and cultural and ethnic diversity. Social workers strive to ensure access to needed information, services, and resources; equality of opportunity; and meaningful participation in decision making for all people.

Answer 2. Social workers respect the inherent dignity and worth of the person. Social workers treat each person in a caring and respectful fashion, mindful of individual differences and cultural and ethnic diversity. Social workers promote clients' socially responsible self-determination. Social workers seek to enhance clients' capacity and opportunity to change and to address their own needs.

Answer 3. The professional organizations at the international level are NASW, ICSW,IASSW

Answer 4. Professional organizations at the national level are ASSWI, ISPSW,NAPSWI



5.9 MODEL QUESTIONS

Q.1: Highlight the various sections of the code of ethics.

Q.2: Discuss the various ethical principles enshrined in the code of ethics.

Q.3: Describe the professional social workers association in India.

Q.4: Explain the professional bodies of social workers that function at the International level.