



ifsw

international federation of social workers

fédération internationale des assistants sociaux
federación internacional de trabajadores sociales

Europe

European Delegates Meeting

Istanbul, Turkey 14-16 April 2013

Minutes

Countries in attendance:

1. Armenia
2. Austria
3. Azerbaijan
4. Croatia
5. Denmark
6. Finland
7. France
8. Georgia
9. Germany
10. Ireland
11. Lithuania
12. Macedonia
13. Malta
14. Norway
15. Portugal
16. Russia
17. Spain
18. Sweden
19. Switzerland
20. Turkey
21. United Kingdom

Observers

Apologies

1. Belgium
2. Bulgaria
3. Israel
4. Kosova

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Key decisions are noted in bold text

1. **Welcome and Formalities**

The President, Cristina Martins, thanked the Turkish Association for all their work in organising the Delegates Meeting.

Cristina Martins said she was pleased to welcome delegates to her first Delegates Meeting as President. She welcomed Azerbaijan to their first Delegates Meeting and recognised the past Presidents present at the meeting - David Jones, Herbert Paulschin and Nicolai Paulsen. Cristina said that IFSW Europe has a rich history and we can all learn from each other. Cristina also welcomed Ana Martin as the new Honorary Secretary.

Gonca Polat gave a short presentation about social work in Turkey. Social services have a deep rooted past in the history of Turkey. Turkey is currently in a period of rapid social and economic development and there have been many changes to the structure of social services in recent years. The UN supported the development of social work education. Until 2003 there was only one school of social work in Turkey, but the number of schools of social work is increasing – there are currently 21 active Universities providing social work education. The Turkish Association of Social Workers has 2,500 members in 19 branches. There are currently attempts to establish a Council for Schools of Social Work in Turkey, but this is not finalised.

Meeting Appointments

It was proposed that Nicolai Paulsen be appointed as Parliamentarian for the meeting.

Proposed: Austria

Seconded: France

Carried unanimously

It was proposed that Tellers be provided for the meeting by Denmark and France.

Proposed: Ireland

Seconded: Finland

Carried unanimously

Approval of the agenda and timetable

Cristina Martins proposed a timetable for the meeting. She introduced the new idea of Tertúlia which will take place at an outside venue. This is designed to promote discussion about social work issues in a different environment.

The President asked if the agenda could be approved.

Proposed: Austria

Seconded: Sweden

Carried unanimously

<p>2.</p>	<p><u>Minutes of the Delegates Meeting, Yerevan 2012</u></p> <p>The Minutes of the Delegates meeting 2012 were distributed following the meeting and again were distributed in preparation for this meeting.</p> <p>The President asked if the minutes could be approved.</p> <p><i>Proposed: Switzerland</i> <i>Seconded: Portugal</i> <i>Carried unanimously</i></p>
<p>3.</p>	<p><u>Matters arising from the minutes</u></p> <p>There were no matters arising.</p>
<p>4.</p>	<p><u>Presentation of the Executive Committee</u></p> <p>4.1 Introduction to the paper “Executive Members Work Portfolio” as the new basis for presenting the work done by the executive and representatives on the different areas of the Work Programme 2012-13</p> <p>The President, Cristina Martins, explained that the executive have developed a new way of presenting the work programme – using three key themes:</p> <ul style="list-style-type: none"> • Visibility and voice • Membership development • Services for members <p>Cristina explained that each executive member has a specific area of work. She then gave a presentation on her own areas of work as follows:</p> <p>Communication Cristina said that the executive have been working on improving communication.</p> <p>Membership development Cristina said that the executive are working on re-establishing relationships with associations who are no longer members – for example Greece. Cristina said that internal discussions are taking place about a review of membership fees – and the payment of a single fee rather than separate fees. Cristina said that the executive is seeking views on this and would welcome any ideas from member organisations. The executive aim to bring a proposal to the Delegates Meeting next year and then take a motion to the General Meeting.</p> <p>Conference Cristina said that the executive have been working with Ensact on this year’s conference, but they have not been satisfied with the process. As agreed at last year’s Delegates Meeting, in 2015 there will be an IFSW Europe Conference. Cristina said that no proposal has been received as yet – but the call for bids has been distributed.</p>

World Social Work Day

Cristina said that there had been a great deal of activity within the region.

Global links

Cristina explained that there has been a great deal of work linking with Global – for example there was some joint action on a common statement against austerity measures.

Each executive member then gave a presentation on their area of work, as follows:

Gabriele Stark-Angermeier: Gabriele explained that she has taken the role of Honorary Treasurer from Barbara Molderings. Gabriele has been looking at the payment of fees. Voting cards were given to those member organisations which had made their payments. Fee requests for 2013 have not yet been sent but they will be sent following the Delegates Meeting. Gabriele said that payment of membership fees over the years are decreasing – therefore the income of IFSW Europe e.V. is much decreased. Gabriele said that it would be useful if members only needed to pay one set of fees – and this is why the executive is having an internal discussion about this issue. Gabriele said that she is still acting as the Council of Europe representative. She hopes that people will get a feeling for the Council of Europe at the Ensact Conference where there will be a key note presentation by a Council of Europe member.

Ian Johnston: Ian reported that for the last three years he has been representing IFSW Europe e.V. on a number of platforms – including the Social Platform and the Fundamental Rights Platform. Ian feels that solidarity is vital and that social workers across Europe must stand together. The austerity measures are having a disproportionately harsh effect on those individuals and groups who were already most disadvantaged and excluded and the only way to address this is through solidarity. The Social Platform brings together organisations which are committed to promoting equality. Following last years Delegates Meeting, the executive advertised for a Brussels based representative and they were able to appoint Dale Kabasinskaite – who was introduced to delegates at the meeting. Ian said that the more work we do the more work we have to do. IFSW Europe e.V. has formed a strategic alliance with the European Anti-Poverty Network (EAPN). Ian reported that some delegates attending the EAPN Annual Meeting expressed the view that social workers are part of the system that creates poverty, but he explained that social workers fight to address poverty and promote equality. The EAPN Meeting then voted to admit IFSW Europe e.V. to organizational membership. Ian said that the work of IFSW Europe e.V. in the Social Platform is very important – he would like more feedback from members when he sends out consultation papers. Ian pointed out that as a consequence of the representations being made by the Platform to the European Commission and EU Heads of State there is now widespread recognition of the importance of social work services, the impact that austerity measures is having on these and the need for social investment. Ian asked members to recognise the vital importance of these consultations – as Politicians across Europe are lobbied with this information. He asked members to consider whether they could offer more support to the work of IFSW Europe e.V. with the Social Platform and other groups – and asked members to tell him if they felt able to become involved in offering support and attending meetings.

Ian reported on negotiations with the European Federation of Nurses (EFN) aimed at securing funding to promote joint working and realize the potential of health to support people challenged by ill health and disability in the community more effectively. EFN have published a book called the Nurses Voice in the EU Policy

Process and Ian feels there is a need for a similar book on the Social Work Voice in the EU Policy Process. He said that the executive have decided that IFSW Europe e.V. should work jointly with EAPN to commission a book on the role of social work in addressing with poverty.

Denmark said that for several years IFSW Europe e.V. have been working to further links in Europe and much progress has been made, but Denmark would like to know what Ian suggests should be the priorities with regards to the many platforms and organisations within Europe. Ian said he feels that it is important for members to decide on priorities, but he feels that we would gain strength from linking with other members of the Social Platform and members of EAPN – he feels that there is scope for joint events and conferences.

France said that social workers in France are very concerned about poverty – not just in relation to the users of services, but also in relation to social workers themselves. They also said that they would be happy to be further involved in work with the Social Platform, but they have no release from work. Ian said that he recognises that there is a real issue about capacity building especially since people are working and are having to use their holiday to engage in work for IFSW. Ian feels that there is an argument for IFSW to provide funding to employers to release social workers to engage in this work and to increase capacity.

Dale Kabasinskaite said that it is not just about attending the meetings with the Social Platform, but it is about the quality of participation. She would therefore like members to send their comments and views on issues to inform her participation at meetings.

Lithuania said that different issues are important to different countries. They feel that it would be useful to have small working groups on topics which could then feed into the representation at the Social Platform and other networks.

Sweden said that they are active in EPSU and other networks. Some of the important issues that Ian raised could be addressed in other networks where members have links already.

Ian concluded by stating that he will reflect on the comments raised and consider what development can take place – possibly a virtual e:group could be developed.

Maria Moritz: spoke about the work of the Fundamental Rights Agency and the way that IFSW's work with the Social Platform links with this. Maria advised that a number of common themes arise.

Maria also presented the proposals for the IFSW Europe e.V. Project for 2013. The project will follow on from the project considering the Social Consequences of the Financial Crisis. Maria explained that the project will be linked to the Global agenda. The Project will be titled "*The Economic Crisis in Europe: Challenge and Response of Social Work Profession*" The project plan involves 4 stages:

1. During 2013 interviews by phone, Skype, questionnaires to members, gathering examples
2. Meeting(s) for workshops(s) collecting evidence about the response of social work
3. Provide regional reports about the current situation and the response of social work
4. 2014 – publishing of results, best practice, ethical and sustainable examples

France said they are working very hard in France on this issue and they would like to be involved in this project and would be happy to host a workshop in Paris.

Gabriele Stark-Angermeier, Honorary Treasurer, said that it is important that as many people as possible are involved in the project – but that finances limit the opportunity to be able to fund travel and accommodation, so more use needs to be made of new technology – involving people through Skype conferencing for example.

Finland said it could also be useful to involve University researchers to do some basic research which could be used as part of the project. There is a University in Finland which might be willing to be involved in this – gathering the basic information first and then this could support further development of the project.

Maria explained that the project will be linked to the Global agenda. She explained the Global Agenda Observatory process. Regional observatories have been set up – Maria represents IFSW Europe e.V. in the regional observatory, working with Sue Lawrence from the European Schools.

David Jones, ambassador for the Global agenda, said that there is a strong and coherent strategy for all the regions to work together to influence the United Nations in a powerful way. The United Nations have said that they want practitioners to contribute to the Global future of social work. It is important that members ask practitioners to make their contribution to the Global agenda and to the austerity project. It is important that Europe's voice is clear in the Global report which will run as a special edition of the International Journal of Social Work.

Dale Kabasinskaite said that it would be useful if the project could be reported on prior to the European elections as the report could be used as a lobbying instrument.

Hakan Acar: Hakan said that the work of the different executive members is closely linked and that there are many themes which interlink. He feels that communication within IFSW Europe e.V. is very important and he feels that this is improving significantly. Hakan said he has been doing a great deal of work on the Ensact Conference – so far there are over 600 people registered for the conference and he is confident that the conference will be very positive. However, working with Ensact partners has not always been easy. He also feels that there has been a lack of leadership within Ensact. Turkey has been happy to host the Delegates Meeting and this has been a key part of Hakan's work on the executive. Hakan said he has also been responsible for bringing together information about World Social Work Day this year. He noted that many social workers had used social media to promote the day this year and that many member organisations were active on the day.

Salome Namicheishvili: Salome reported on the role and identity project. The working group was extended at the working party meeting in Stockholm. The project aims to produce a baseline of information about the role and identity of social work across Europe. The executive have agreed that there will be a core questionnaire which members will be asked to update once per year. There will also be some regular thematic questionnaires. So far 15 countries have completed questionnaires. The data which was gathered from the completion of these questionnaires (core questionnaire and one themed on education and one themed on law) was presented by Salome. In relation to social work education a number of issues arose – education focusses on academic career rather than on practice and

involving practitioners in social work teaching is important. In relation to law, a number of issues arose – the need for a legally recognised definition and legal recognition of the code of ethics. Salome said that in the future there needs to be clarity about the definition of words used on the questionnaires – since language issues can lead to a different interpretation on the question which makes analysis more difficult. Salome said that she sees this project as very dynamic – as various aspects of information can be gathered across Europe which can be used on both a regional and national level. She also feels that it would be useful for this project to be taken to a Global level – so that there is more information on the way that social work is organised in different countries.

Portugal asked what the next steps are. Salome said that the core questionnaire should be updated annually. Thematic questionnaires will be sent out regularly. The working group will decide what is sent.

Denmark said that Salome's enthusiasm and motivation to work is very contagious. They feel that it is important to recognise that data is gathered in other areas (for example in the EU) and it is important to be clear *why* IFSW Europe e.V is doing this project. Denmark feels that it would be useful for practitioners to be driving the data which is gathered on the way that social work is organised.

Lithuania said that it is helpful to have focus groups when completing questionnaires rather than just completing them on an individual basis.

Portugal said it is important to be clear why the information is being gathered when requests are sent.

The UK said that this project is fascinating but it is important to think about where it lies in terms of priorities. Each of the themes could have detailed research – which other bodies are doing, but this project was set up to gather brief snap shots of information. They feel it would be useful to do a whole range of brief questionnaires.

The President asked if the report on the work programme could be adopted and approved by the Meeting.

Proposed: Switzerland

Seconded: Norway

Carried unanimously

4.2 Presentation of the reports from internal and external representatives of IFSW Europe e.V.

Gabriele Stark-Angermeier, representative to the Council of Europe explained that there are two main topics in the Council at the moment. The first is work on democracy. Salome Namicheishvili attended the World Forum of Democracy organised by the Council. Salome said that the structure of the Council of Europe is very complex and it is difficult for individual countries to make links – so it was useful that IFSW Europe e.V. has a link in the Council – as it enables new countries to become involved. Gabriele said as the IFSW link person, she is trying to link countries (particularly those not in the EU) with the Council. Gabriele said the other priority area of work for the Council is social cohesion and combatting poverty. France said it is important to have a short paper on the Council of Europe activities prior to the Delegates Meeting. Gabriele said that she will send a report after the meeting this year and that in future years she will provide a report prior to the meeting. Sweden asked how the special skills of social work are being highlighted

in the Council of Europe – Gabriele said that it is a challenge where there are many NGOs present in the Council. Gabriele said she focusses along with Antonina on topics within the Council that relate to social work specifically.

Salome Namicheishvili, IFSW Europe e.V. contact person to the global expert group on ethics explained that her report prior to the Delegates Meeting was very short as this has been a quiet period for the ethics group. There was a Global decision that the Global Human Rights Commission and ethics committee will continue to be separate but there is ongoing discussion about this. There is an idea to develop a publication on ethics and ethical issues. Salome said that all interested countries will need to contribute and she will co-ordinate this work.

Graca Andre, IFSW Europe e.V. contact person to the Global Human Rights Commission spoke about the report she had circulated prior to the meeting. Graca has organised a workshop at the Global conference. She has also arranged a Symposium with Salome for the forthcoming Ensact Conference. Stephane Beuchat, as the deputy contact person asked that if any members had issues for the Human Rights Commission they report them.

Dale Kabasinskaite, IFSW Europe's Brussels based representative said that the Social Platform is lobbying for social legislation. Dale said that the majority of Social Platform members have their own offices in Brussels and they have staff so that they are able to lobby the Platform more effectively. Dale has been representing IFSW Europe e.V for less than one year. The Platform has three areas of work – social policy, social services and human rights. Dale has been more involved in social policy and social services, whilst Ian Johnston has undertaken the work on human rights. The Social Investment Package is being developed within the EU. Dale believes there are many concerns for social workers arising from this policy – it will lead to significant cuts and social work services will be significantly affected by procurement policies. As this is such a significant issue, Dale would like members to become more involved and invited them to consider how they can become more involved in providing comments and feedback. Ian Johnston said that the Social Platform has asked members to provide comments on how to respond to the Social Investment Package – he feels that this is very important as it is such a significant issue for the future. The comments need to be provided during the meeting as the deadline for feedback is very soon. Ian said it is important to work together to address the difficult times ahead.

Nicolai Paulsen represents IFSW in the European Public Service Union (EPSU). Nicolai said that he has been working with EPSU on developing tools to enable professionals to move across borders. This is developing on from issues such as the Qualification Framework and Professional Directive. Nicolai feels it is important not to leave these issues to Schools and employers – but that it is important for this to be led by social work practitioners. Nicolai said that it is therefore important for IFSW to be involved. He feels that the role and identity project has significant links here. Nicolai has brought a number of links to the executive to follow up – for example the link with nurses which Ian Johnston reported on.

Maria Moritz said that there has been no development of the qualifications directive since the last Delegates Meeting.

The UK said that very often the discussions seem a long way away, but it is important to recognise that there are many challenges and actually they are not so far away. In the UK there are four countries with very different regulators and

	<p>education systems and the work that IFSW Europe e.V. is doing is very important in assisting the UK to address the challenges that this brings.</p> <p>Denmark asked about the links between EPSU and the executive. Ian Johnston gave a commitment that in the coming year the executive will work more closely in developing links with EPSU.</p>
<p>5.</p>	<p><u>Report from the IFSW Secretary General (IFSW Global)</u> Rory Truell</p> <p>Rory said this is a new era for IFSW. It is very important that at this time the unique contribution of social work is recognised. It is vital that when we are engaging with partners to address issues the unique perspective of social work is heard.</p> <p>In Africa social work is growing. Membership is increasing very significantly. Rory recognised the support of Denmark in developing work in Africa. A new Conference is being organised in Africa – this will involve service users and social work practitioners developing social work in line with the UN Millennium development goals. It is important that the people who are the targets of the goals are well represented. Rory has noticed that other professions are starting to pick up on the idea of hearing the voice of the people who use services.</p> <p>Asia Pacific has been very active over the last few months. They have developed two clear statements. One relates to the natural disasters that their region has regularly and highlights how community development and disaster prevention work by social workers is important. The other statement relates to the draft definition of social work developed jointly with the Association of Schools. This statement makes clear that it is vital to recognise the importance of indigenous knowledge and practice. In the past social work has oppressed people in these regions and it is important that communities are able to reclaim their own identity and traditions and that they can see themselves in the revised definition of social work.</p> <p>In Latin America members have been very active in driving major change. They have participated in the agenda development and have made a number of statements under this banner. They are also arranging a regional conference.</p> <p>In North America they have recently organised a conference which has considered the cuts that they are experiencing to services.</p> <p>In Europe the campaign against austerity measures has been incredibly popular. The statement has been downloaded from the website many times and Rory is aware that the statement is inspiring social work education.</p> <p>The Global agenda is important to align ordinary occurring activity under one banner. It is important that people do not feel they are being asked to do more work, but that they engage with the agenda. The regional observatories will be important in gathering regional information, stories and statistics about social work and the struggles that people face. It is hoped that this will lead to more cohesion.</p>
<p>6.</p>	<p><u>The review of the Global Definition of Social Work – developing a European position</u></p> <p>Maria Moritz and Ian Johnston, executive members, gave a presentation on the review process. They feel that this is one of the most important issues for IFSW –</p>

as an organisation representing a profession we need to have an accurate description of the core activities that social workers undertake. It needs to make sense to our profession and to others.

This is an ongoing activity. The current aim is that a revised draft will be voted on at each of the IFSW and IASSW General Meetings in 2014.

Rory Truell said that the boards of IFSW Global and IASSW have developed a draft for discussion. This is based on what the feedback says so far. Both organisations have purposefully extended the consultation period so that further feedback can be enabled.

Nicolai Paulsen said that the process of revising the definition is perhaps more important than the outcome. The process is demonstrating the strengths and weaknesses of the Federation. It is very difficult to analyse all of the feedback which is received.

Ian and Maria invited groups to discuss the proposed definition focusing on:

- Does the proposed definition accurately describe the core elements of the work undertaken by the social work profession across Europe?
- Is the proposed definition better than the present definition?
- How might the proposed definition be improved?

Group feedback was as follows:

France and UK

Recognised that the current definition does not meet the needs of all regions. Therefore we need to work towards looking at whether we can find a definition which meets every regions needs. This will be a difficult process – but we need to find a way to listen to each other. They do not feel that the definition presented today will be the final one. We should not throw away everything from the current definition. There needs to be underpinning principles to developing the definition – one of which is that it needs to be understandable to the public. It also has to be a definition which can be used with all people we work with. It is difficult to reflect the depth and complexity of social work. They are not convinced that the definitions show what is unique to social work. They want to continue with the process, but need to be clearer about what we want to achieve at the end of it. France feels that the word liberation is too political.

Ireland, France, Portugal and Lithuania

Recognised that the draft may be changed as it goes along. The group likes the inclusion of indigenous knowledge. The definition should be understandable by people who are not social workers. Some of the terms will need explanation. There will need to be a commentary of some kind running alongside the definition. Overall the group feel that the process is moving in the right direction.

Germany, Switzerland and Spain

Spain would like the current definition changed, but other group members felt that the current definition was good. This illustrates the difficulty with the process.

Denmark, Norway and Sweden

The group recognised the process and are happy with the way it is going. They recognise the views of other regions that we need a change. The group feel it is

time to make some changes. They feel that having theories of social work referred to is a big improvement. The group want proven practices to be included – it doesn't need to have developed into a theory.

Turkey, Armenia

The group discussed whether the definition really needs to be changed. They would like to be clearer on the arguments for changing the definition. They feel it is important that Europe has a clear position. The context of social work in Europe needs to be understood. The group concluded that the definitions have been used to develop legislation in their countries – therefore changing the definition will create major difficulties in some countries; it would therefore be preferable to maintain the current definition – with some additional comments to explain the context in each region. They favour postponing the review of the definition, but they recognise that this is a live profession.

Malta, Austria, Russia, Macedonia

The group agreed that as the definition has been used with politicians it is important to recognise that changing it after just thirteen years would not be helpful and would create challenges with politicians.

Finland

Feel that the definition should not be changed so often – they are satisfied with the current definition. However they recognise that this process is already underway and cannot be stopped by Europe. It is important to think about how countries have implemented the definition in their own countries. The definition needs to reflect the reality of social work – but social work differs greatly in different countries. It is impossible to include all regions in one definition. They therefore favour a general definition and each region can then provide detail about their own region. The role of social work should be evaluated as part of the definition review process.

There was a debate about how long the current definition has been in place. It was agreed with IASSW in 2001 and published at that time. Herbert Paulschin said it was accepted by the UN in 2005.

Austria brought a motion to the meeting as follows:

The Delegates Meeting rejects a change or reformulation of the existing international definition of social work. The European executive committee may advocate this position in the Global executive committee and prepare an identical motion for the Delegates Meeting in 2014 in Australia. Reason: the definition of social work is a static element in the occupational policy of professional representation of interests. It is only when a definition has been implemented in teaching and in legal regulations of the member states and huge social change has altered professional practice, that there can be thought of a change in the international definition. This is currently not the case.

Proposed: Austria

Seconded: Switzerland

For the motion: 4

Against the motion: 12

Abstentions: 3

The motion was not carried

	<p>Austria then brought a second motion as follows: The discussion about a new international definition of social work needs to be postponed. Before resumption, an evaluation of the existing definition needs to be carried out covering the following areas: Implementation of the definition in national legislation of the member countries. Implementation of the definition in the national training facilities for social work in all member countries. Changes in social work practice which are not in line with the existing definition of social work. The European executive committee shall advocate the demand for an evaluation in the global executive committee and prepare a corresponding motion for the Delegates Meeting in 2014 in Australia. Reason: The definition of social work is the key element for establishing the identity of an occupational group. A change in the definition should be initiated only after precise evaluation of the implementation process and the need for change.</p> <p>Proposed: Austria Seconded: Germany</p> <p>For the motion: 9 Against the motion: 8 Abstentions: 2 The motion was carried.</p> <p>The UK asked for clarification on what this motion being carried means. Cristina Martins said this this means that the executive have a message from Europe to take to the General Meeting in Melbourne.</p> <p>The Parliamentarian said that the motion means that delegates have asked the executive to demand an evaluation of the process and the review of the definition with Global.</p>
<p>7.</p>	<p><u>Consideration and amendments to the Articles and Bylaws of IFSW Europe e.V.</u></p> <p>7.1 Amendments to the articles</p> <p>There are no proposed amendments to the Articles and Bylaws.</p> <p>7.2 To consider any proposals for amendments to be voted on in the future.</p> <p>The executive will need to bring forward an amendment to change the Statutes in relation to the dissolution of the EU Permanent Committee – this will need to be carried over until next year. The executive will prepare the amendment to bring to the Delegates Meeting 2014.</p>
<p>8.</p>	<p><u>Approval of the annual accounts and the report of the auditors</u></p> <p>8.1 Report from the Honorary Treasurer, including the accounts for 2012 Gabriele Stark-Angermeier reported that income is decreasing and outgoings are increasing. The financial papers which were distributed prior to the meeting were discussed.</p> <p>Denmark questioned, that as the fees are constantly falling and there is a regular deficit, how long can this be continued? Gabriele said that the executive are</p>

considering how expenses can be saved. For example, it might be that the executive meets less regularly (twice a year rather than three times a year).

Denmark said that we are in a critical situation. There has been a decrease of more than 30,000 euros in the last five years. How long this can be maintained is a vital question.

Nicolai Paulsen said it is important to be aware that a budget for 2012 was agreed at the last Delegates Meeting – a deficit budget was planned. He feels that it is important to recognise that the fees of Platform memberships have increased and therefore this needs to be considered. In addition two exec members have been supporting the Turkish Association in preparing for Ensact – this has meant there has been more spent on travel expenses.

Denmark suggested that those who can pay for their own dinner at the Delegates Meeting should do – as this would save a significant amount of money. Gabriele explained that payment of the dinner has been a tradition for some years and the executive would need to discuss this before any changes are made.

Austria asked about the outstanding fees of some countries – is this being followed up and can it be expected? Austria also suggested that the fees per member could be increased as it is some time since they were increased.

Ian Johnston said it is important that it is recognised that the costs associated with representation at the Social Platform and EAPN etc, are very low. In times of austerity all organisations are finding it difficult to attract income and are finding times challenging – he feels to be successful it is vital that we are more visible. It is important to recognise that the executive do not claim unreasonable expenses.

Austria said it is important that fee payments are followed up. It is important to discuss increasing income rather than cutting expenses. They feel that decreasing expenditure is a set backwards for an organisation. Austria reminded the meeting that the reason for registering as a legal body was to be able to attract project funding. They are concerned that the exec are not submitting for project funding.

Denmark said it is important to recognise that financial concerns are a common problem for all organisations at present.

France said that time banking is a vital solution to address this problem and asked the executive to consider the option of introducing some kind of time banking into the organisation.

The President asked if the financial report and the accounts for 2012 could be approved:

Proposed: Switzerland

Seconded: Croatia

Carried unanimously

	<p>8.2 Report from the Auditor The auditor's report was circulated prior to the meeting.</p> <p>The President asked if the auditors report could be accepted.</p> <p><i>Proposed: Germany</i> <i>Seconded: France</i> <i>Carried unanimously</i></p>
<p>9.</p>	<p><u>Ratification of the general and financial policies of IFSW Europe e.V.</u></p> <p>9.1 Decision on the annual membership dues (regional fees)</p> <p>The executive proposed that the fees remain the same for the forthcoming year. This will be further considered by the executive in the coming year</p> <p><i>Proposed: UK</i> <i>Seconded: Denmark</i> <i>Abstentions: 1</i> <i>Carried</i></p> <p>9.2 Review of activities and accounts of IFSW Europe e.V.</p> <p>Gabriele Stark-Angermeier presented the planned budget. Sweden suggested that it would be helpful if the executive propose a budget for five years at the next Delegates Meeting. The executive agreed that they will try to work towards this.</p> <p>The President asked if the planned budget could be approved:</p> <p><i>Proposed: Norway</i> <i>Seconded: Armenia</i> <i>Carried unanimously</i></p> <p>9.3 Appointment of an independent auditor</p> <p>The executive proposed that the same auditor be appointed: APHA Concept Wilhelmstr. 147a D-42489</p> <p><i>Proposed: Russia</i> <i>Seconded: Turkey</i> <i>Carried unanimously</i></p>
<p>10.</p>	<p><u>Consideration of any other proposals</u></p> <p>10.1 Statements No statements were proposed.</p> <p>10.2 To consider any proposals for hosting the Delegates Meeting 2014 The meeting will be on 16, 17 and 18 May 2014. The President invited offers to host the meeting.</p>

	<p>An offer was made by Georgia: 6 votes</p> <p>An offer was made by Spain: 10 votes</p> <p>Therefore the Delegates Meeting 2014 will be held in Spain.</p> <p>10.3 Other proposals</p> <p><u>Time Bank – British Association of Social Workers</u></p> <p>Jane Sheers of BASW gave a presentation on time banking. Time banking is based on a strengths model and is about an exchange of time between people and organisations. The idea is that all members have something to offer and that all members can benefit. BASW is proposing that IFSW Europe e.V. set up a time bank – members are invited to join and offer their skills and expertise to other members. Administrative support will need to be identified to broker and record exchanges and to evaluate the time bank.</p>
<p>Socializing in IFSW Europe (minutes by Salome Namitcheishvili)</p>	<p>Session “Socializing with IFSW Europe” was held in Down Café in Istanbul. The café is run by young people with Down syndrome.</p> <p>The main idea of the session was to socialize with each other during the coffee break in an informal setting and discuss the topics that matter for the delegates. The session was facilitated by Salome.</p> <p>Cristina Martins welcomed the delegates meeting at the Session.</p> <p>The delegates were also welcomed by the owner of the Café. He gave a short overview of their work and highlighted the importance of integration of people with down syndrome in the society.</p> <p>Cristina Martins proposed that all the three ex-presidents of IFSW Europe, Herbert Paulschin, David Jones, and Nicolai Paulsen gave a speech about their experience with IFSW Europe. She highlighted that the history is important for an organization during its present to be making the progress towards the future. Three of the ex-presidents spoke about their experience.</p> <p>Salome addressed the delegates highlighting the importance of such an informal meeting within the frames of IFSW Europe. She has emphasized that especially for new members it is of a great importance. She mentioned that in Georgia, also Armenia and Azerbaijan, where social work is just emerging, it is very tough for the social workers to establish social work practice as many times the social work values are against the existing cultural practices and social workers, who mainly are young women, have lots of struggles in their endeavors. It is important for them to talk and share their stories with the colleagues in Europe. Having heard the stories of IFSW Europe from the former presidents is an important step toward inclusion of new people within the family of IFSW Europe. She addressed the Audience if they wanted to share some thought with IFSW Europe.</p> <p>Aytakin Huseynli from Azerbaijan expressed an interest to speak up. She mentioned that as it was her first delegates meeting many people were asking here about where Azerbaijan was during the breaks so she felt that it will be interesting to share with all the delegates about her country. So, she has spoke about her country and social work difficulties in its early stage of development.</p> <p>The audience felt and expressed that the informal socializing session was a good and an important way to communicate with each other.</p>

<p>11.</p>	<p><u>European Conferences</u></p> <p>11.1 Information of the 3rd ENSACT Istanbul Conference 2013</p> <p>Graca Andre gave a presentation about the human rights symposium that she has organised on behalf of IFSW Europe e.V.</p> <p>11.2 IFSW European Conference 2015</p> <p>A call for bids has been sent out – with the deadline of 1st September 2013. No bids have been received as yet. Cristina Martins advised delegates that Portugal have shown an interest but not formalised anything yet.</p> <p>Conferences in member countries</p> <p>Members were given the opportunity to share information about Conferences in their own countries.</p>
<p>12.</p>	<p><u>Final adoption of the Work Programme 2013-2014</u></p> <p>Cristina Martins presented the work programme for 2013-2014, explaining that the executive committee have developed the work programme based on feedback from delegates during the meeting.</p> <p>Maria Moritz commented that it should be added to the work programme that the executive will work on the revision of the definition of social work and try to send all papers etc to members so that it is more transparent – it was agreed that this will be added.</p> <p>Ian Johnston said that IFSW Europe e.V have had an approach from the European Federation of Nurses so this should be added to the work programme. It is likely that there will be some joint work resulting from this – it was agreed that this will be added</p> <p>Denmark said that it is difficult to discuss the revised programme when it is developed during the meeting. They commented that the development of a five year budget should be added – it was agreed that this would be added. They also feel it is important to be sharp on which work in the EU has priority – and they advise to “take it easy” on the decision about EuroChild. Ian Johnston said that many members are specialist and many work in children’s services – so he feels it is important to make links with EuroChild as they publish so much up to date material. However he does recognise the importance of positioning ourselves so that we are not overloaded.</p> <p>France said they have the same position – it is very important to have new young social workers to come to this meeting. They are pleased that there are new countries in attendance this year. It is important that things do not always come from the top down. Cristina asked for ideas on how we can involve young social workers – France said they help young social workers in their organisation by encouraging young members to attend. Germany commented that it is not just about involving new countries but also about encouraging the next generation – and new representatives for countries. Gabriele has some ideas – perhaps encouraging observers from each country who are younger members – students and new social</p>

	<p>workers – Gabriele also feels that the socialising event at the Delegates Meeting can help with this. Denmark feel that to ensure new social workers engage in international issues and work it would be useful to consider having a student event linked to the 2015 conference.</p> <p>The UK asked that the development of a time bank be added to the programme – it was agreed that this will be added to the work programme.</p> <p>Croatia – commented that the socializing event at the Delegates Meeting was useful – they would like this to be developed so that each country should have 5 – 10 minutes to present issues from their own country – especially as delegates change each year.</p> <p>The President asked if the work programme could be adopted.</p> <p><i>Proposed: Georgia</i> <i>Seconded: Azerbaijan</i> <i>Carried unanimously</i></p>
<p>13.</p>	<p><u>Elections</u></p> <p>13.1 Election of members of the Executive Committee</p> <p>John Brennan, election officer, explained that six nominations had been received for the executive committee.</p> <p>Each person was given a few minutes to make a presentation.</p> <p>A vote took place, with the results as follows:</p> <p>Hakan Acar (Turkey) 16 Mira Antonyan (Armenia) 7 Aytakin Huseynli (Azerbaijan) 5 Ian Johnston (United Kingdom) 13 Salome Namitcheishvili (Georgia) 15 Gabriele Stark-Angermeier (Germany) 16</p> <p>Therefore Gabriele Stark-Angermeier and Hakan Acar were elected to the executive for two years. Salome Namitcheishvili and Ian Johnston were elected to the executive for one year. Mira Antonyan is first deputy and Aytakin Huseynli second deputy</p>
<p>14.</p>	<p><u>Appointment of external and internal representatives of IFSW Europe e.V</u></p> <p>15.1 <u>Representative of IFSW Europe e.V. to Council of Europe and a support team for the appointed person</u></p> <p>Gabriele Stark-Angermeier (Germany) was proposed and appointed.</p> <p>14.2 <u>Representative of IFSW Europe e.V. to the European Union and a support team for the appointed person.</u></p> <p>Ian Johnston agreed to send member organisations details of the Social</p>

	<p>Platform Working Groups and partner organisations and the issues they are addressing, inviting expressions of interest in participating in this work. The Executive will then appoint suitably experienced additional members to the team.</p> <p>14.3 <u>An IFSW European contact person to the Global Human Rights Commission and a deputy for this person</u></p> <p>Graça André (Portugal) was nominated. Switzerland nominated Stephane Beuchat as deputy. Turkey nominated Gonca Polak for the support team. They were appointed.</p> <p>14.4 <u>An IFSW European contact person to the Global expert group on ethics and a deputy for this person</u></p> <p>Georgia nominated Salome Namitcheishvili. Salome was appointed.</p> <p>14.5 <u>IFSW Europe e.V. Election Officer</u></p> <p>John Brennan (Ireland) was re-appointed.</p>
<p>15.</p>	<p><u>Any Other Business</u></p> <p><u>Klaus Kühne IFSW representative to UN</u> Klaus Kühne gave a presentation about his work representing IFSW with the UN in Geneva. Klaus feels that there are many links between the UN goals and the Global agenda for social work and he feels that social workers must make more use of the links. Klaus is building up a small support group of social workers who can link with the UN. He is aiming to make the voice of social work heard on an international level. It is possible to use the representative status to advocate for service users at the UN level. All activities of IFSW representatives at the UN are guided by the Global agenda. The Social Protection Floor implemented by the UN is very important and social workers should be aware of this and the fact that social security is a human right. Klaus called for social workers and member organisations to support the Coalition for a social protection floor – this will influence international debates and raise awareness. Denmark thanked Klaus for the information which they felt was useful and practical – and asked if there was the potential for linking the work the executive does on the Social Platform with this work. Klaus said that the EU is supporting the work on the social protection floor and there could be scope to develop the links further which Klaus feels would be interesting. Ian Johnston said that there are many links with the work he does representing IFSW at the Social Platform. Ian feels that we need to find a way to manage work streams in different areas – but recognizes that this is a capacity issue.</p> <p>Azerbaijan asked whether it was possible to raise the issue with the UN about countries who are in transition – can the UN develop more action rather than just making recommendations. Their experience is that little changes even where there are UN projects with specific aims – they asked if Klaus could raise this issue with the UN. Klaus explained that the periodic reports to the UN could be used to report such issues. Austria offered some advice about a potential project which Azerbaijan could access.</p> <p>BASW reported that their negotiations about a possible merger with The College of</p>

	<p>Social Work in England have broken down. TCSW now trades as a separate rival organisation to BASW in England only. There have also been major staff changes in BASW with Bridget Robb as the Interim Chief Executive until August 2014. She asked colleagues who were in previous discussions with BASW to make sure she was aware of any outstanding issues.</p> <p>Cristina thanked Siobhan Maclean for her work and welcomed Anna Martin as the new honorary secretary.</p> <p>Siobhan Maclean thanked delegates for their support during her tenure as honorary secretary.</p> <p>There being no other business the President formally closed the meeting at 12.00</p>
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Cristina Martins
President
IFSW Europe e.V

Siobhan Maclean
Honorary Secretary
IFSW Europe e.V
(Minute Taker)