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SOCIAL WORK PRACTICE WITH LATINOS AND POLISH: BASED ON THE STUDY IN NEW JERSEY AND NEW YORK, USA

PRAKTYKA PRACY SOCJALNEJ Z LATYNOSAMI ORAZ POLAKAMI W OPARCIU O BADANIA PRZEPROWADZONE W NEW JERSEY ORAZ NOWYM JORKU W USA

Streszczenie: Zadania stawiane pracownikom Socjalnym w pracy z Imigrantami nie są łatwe. Wymagają one dużej wiedzy od pracownika socjalnego na temat komunikacji międzykulturowej, znajomości procedur prawnych i administracyjnych, które mogą dotyczyć cudzoziemców. Wiele z ośrodków stawia sobie pytania: jakie techniki i metody pracy są najbardziej skuteczne w pracy z imigrantami. Jak poprawić stan wiedzy na temat ochrony zdrowia i dostępu cudzoziemców do leczenia w USA. Jak uwrażliwić pracowników socjalnych na specjalne potrzeby obywateli państw trzecich oraz konsekwencje i zagrożenia wynikające z braku kompetencji międzykulturowych. Niniejszy artykuł ukazuje prace pracowników socjalnych z imigrantami pochodzenia Polskiego i latynowskiego na przykładzie Stanów New Jersey i New York w USA. Artykuł ten jest częścią większego projektu badawczego jaki prowadzi autor. Na potrzeby tego artykułu wybrano najważniejsze elementy dotyczące zagadnienia tematu.

Abstract: The tasks social workers are set when working with immigrants are not easy. They require extensive knowledge from the social worker concerning intercultural communication as well as legal and administrative procedures, which may apply to foreigners. A lot of centres ask certain questions, e.g. which techniques and methods are the most effective when working with immigrants; how to improve the state of knowledge of health care and access for foreigners to treatment in the United States; how to raise social workers' awareness of the special needs of third-country citizens and of the consequences and risks resulting from the lack of intercultural competence. The paper presents the work of social workers with immigrants of Polish and Latin American origin based on the example of the states of New Jersey and

New York in the USA. This paper is a part of a larger re-search project run by the author. For the purpose of the paper the most important elements concerning the topic are presented.

Introduction

The Social movements are exceptional groups that have different levels of proper association and that aim to create or avoid the fundamental change¹. According to Jasper, (2010), the social movement is a collection of beliefs among the people which identify the partiality for altering the elements of the social structure. Mooney, Knox & Schacht, (2012)² defines social movements as combined challenges that are founded on the mutual purposes and solidarities, in constant communication with leaders, opponents and authorities. In this paper, different approaches social movements are discussed in relation to the mental health of adults. The main purpose of the social movements is to look for the social change and to alter the relations of power.

Social work practices major goals include protecting individuals and their families with having the aim of solving their problems by utilizing a variety of approaches and in order to become effective, the social agencies work quite closely with other agencies in order to contribute towards the overall cause, which includes the betterment of humanity as a whole. Given that, New York and New Jersey have a very comprehensive social security system that covers family allowances, compensation to those who get injured at work, invalidity and the benefits of deaths, old age (pension) and unemployment insurance. The Latinos and Polish social work system is considered as one of the oldest system and they almost spend around 30% of their GDP on their social work system.

But from the past couple of decades this high expenditure of the GDP towards social practices is considered as one of the major controversies is the country, uncertainty and debate has developed the social status work in the society of New York and New Jersey. This article attempts to explain some of the major trends and some reasons of self doubt among the professional social workers as well

¹ P. Byrne, *Social movements in Britain*, Routledge 2013, p.10.

² L.A. Mooney, D. Knox, & C. Schacht, *Understanding social problems*, Cengage Learning 2012, p. 67.

as critics that they have faced from the representative of the community authorities over the preceding couple of decades. In context of Latinos and Polish, the status of social work has evolve from the mostly generic position that governed by the central state that need to leading activities controlled by the decentralized public bodies as well as number of government agencies.

Philosophy of Approach

The capacity building approach is a process to work in an association with the community. Moreover, the requirements and strengths of the community can also be identified with the help of capacity building approach. It further helps in developing the methods that can be used to fulfill the requirements of the community.

The capacity-building helps in delivering the health gains that are in association with the mental health problem but also on a wider front as a result of the problem-solving focus of the multiplier effect. The capacity building delivers health gains by creating the sustainable skills, increasing the resources and commitments to health promotion in health care settings, community settings and in other sectors.

According to Dimmock, (2012)³ capacity building has both constitutive elements, ends in themselves, and instrumental ones. Rather than attempting to resolve this dialectic, they choose to take a path recognizing the confluence of these ideas. Thus, capacity includes those essentials of day-to-day relationships of the people that are conditioned and constrained by economic and political practices that are the important determinants of the quality of lives and the healthy functioning of community. Therefore, an understanding of capacity building incorporates the ideas that it is both a means, or a process, and an end that achieves a purpose such as achieving health gains or meeting needs.

There are four broad categories that can be taken to build the capacity and they include workforce development, resource allocation, organizational development, and the making or partnerships.

³ C. Dimmock, *Leadership, capacity building and school improvement: Concepts, themes and impact*, Routledge 2012, p. 45.

Workforce Development

The indicators of the development of workforce are likely to characterize the organizational approaches of bottom line. The indicators include presence of workforce or professional development programs, implementation and access to policies, direct measures of the attitude of staff and the extent of participation in different programs.

Organizational Development

The indicators of the organizational development include the implementation and dissemination of the policies that are controlling the mental health promotion and they are also applicable in the top down organizational approaches of the capacity building.

Resource Allocation

The measures of the resources are available for the activities of health promotion and the program can be evaluated at the administrative level. These resources can indicate the budget allocation, resources of human and the extent by which these resources are leveraged from the non government agencies.

Partnerships

The indicators of the capacity building include the basic measures of collaboration, network density and sharing of information between the organizations. There are four different levels of the partnership activity and coalition. The collaborating partnerships are those that express increased level of trust and the empowerment of the participants⁴.

Critical Appraisal

Exploration of the concept and practice of capacity building in relation to achieving improved health outcomes is frequently found in health promotion literature. Capacity building is an approach to health promotion. There is not full agreement on how mental health promo-

⁴ Ibid.

tion is best approached. Tudor, (2013)⁵ have identified two different mental health promotion discourses, one espousing a top down disease prevention and lifestyle change approach, the other a bottom-up community empowerment approach. The disease prevention and lifestyle management approach emphasizes individual responsibility, and it is oriented to solving problems through education or improved services.

Similarly, the outside agents deliver services and act as the primary decision makers. There is low community control of resources or ownership. Evaluation is undertaken in relation to the specific risk factors and quantifiable outcomes⁶. Having some understanding of these two discourses enables an understanding that capacity building is most closely aligned with an empowerment approach to mental health promotion. The empowerment approach to mental health promotion is gaining ascendancy, as indicated by a number of sources. For instance, the WHO has defined mental health promotion as a process that helps in controlling the condition and the improvement of health⁷.

Brueggemann (2013)⁸ align capacity building clearly with the empowerment approach. They argue that capacity building is not a program, but a philosophy and practice that is founded on the values of empowerment, equity, and social justice. The literature further indicates that capacity building is an approach to mental health promotion. Capacity building clearly has a place in the realm of health promotion.

Social Political Context

The importance of promotion of mental health is getting recognition across the world. All the states of Europe have policies that focus on the promotion of mental health and they have also developed strategies for the promotion of mental health. In USA, the overall environment of policy is favorable for the promotion of mental health. The promotion of

⁵ K. Tudor, *Mental health promotion: Paradigms and practice*, Routledge 2013, p. 32.

⁶ A.J. Leys, & J.K. Vanclay, *Social learning: A knowledge and capacity building approach for adaptive co-management of contested landscapes*, Land Use Policy 2011, 28(3), pp. 574-584.

⁷ M. Huber, J.A. Knottnerus, L. Green, H.V.D. Horst, A.R. Jadad, D. Kromhout, ... & H. Smid, *How should we define health?*, British Medical Journal 2011, 343(6), p. 4163.

⁸ W. Brueggemann, *The practice of macro social work*, Cengage Learning 2013.

mental health and wellbeing at the level of community and the individual level is included among the objectives of the investment of health.

The Mental Health Act

The mental health act is the act of USA and is applicable to the citizens of USA. It includes the care, treatment and reception of the people who are mentally ill. Moreover, the act also covers the management of property and other related matters of the mentally ill patients. Specifically, it provides the legislation according to which the people who are diagnosed with the mental health can be apprehended by the hospital of police and their disorder can be evaluated.

Mental Capacity Act

The mental capacity act is the act of USA and is applicable to the citizens of USA. The main purpose of this act is to give a framework for making the decisions on the behalf of those people that do not have the ability to make the decisions for them. There are five principles that are outlined by the act and according to them it should be assumed that a person have capacity unless it is established that he is not capable. A person should not be treated as unable before completing all the practical steps. Moreover, a person cannot be regarded as incapable because he or she is not able to take a wise decision.

Human Rights and Citizenship Rights

All the organizations of human rights have created the codes by the help of which they create the activities and purposes. The declaration of mental health by the human rights includes the standards. The mentally ill people have the right of complete and informed consent which includes their medical tests that confirm the alleged diagnosis of the psychiatric disorder and the right of refusal of any diagnoses of the illness that cannot be confirmed medically.

The proposed drugs and treatments of the mental patient should be documented and they should also be disclosed. Any person should not be provided with the treatment if he is not willing to acquire it. A

person cannot be admitted in the hospital because of his cultural, political or religious beliefs. It is the right of all the people to be treated with dignity and to have a complete examination by a qualified practitioner.

Citizenship and Mental Health Policy

Mental health is a resource which helps the citizens to identify their emotional and intellectual potential and to fulfill their roles in the social and occupational life. The improved mental health of the citizens includes social justice, solidarity and prosperity. The mentally ill people create a burden on the society and other systems. The concept of citizenship includes the concept of equal rights for all the people including the civil, economic, social and political opportunities for all the people. It further includes the rights of the individuals to protect them from the social practices and the exclusionary laws that can lead to the discrimination of the kind.

International Social Work Movement

It is stated that the international social work is a term that is applicable for the international organizations which are making use of the personnel or techniques of the social work. In addition, the social work is the cooperation among the countries and it is the method of transfer of knowledge that is related to the social work. The international social work movement includes four main types of activities like international assistance, international social case work, and assistance to war sufferers and the mentally ill people and the international conference on the social work.

It has further been stated that the International social work movement is the promotion of social work, and treatment of the mentally ill people. They have the purpose of creating a integrated international profession that reflects the capacity of the social work to respond in an effective and appropriate way. The international social work movement further faces the global challenges that are faced by the people and the effects of these challenges that are being produced on different regions of the world. The term international social work is

widely being used when people refer to the exchange that takes place among the people who belong to different parts of the world.

Cultural Competency Models

The importance of understanding traditional conceptions of mental illness leads to critical issues of cultural competence and ethnic matching. Cultural competence needs a systematic approach for the client including the culture specific styles of service delivery, understanding of the system of cultural belief, use of the first language of the client, knowledge of principles, details of procedure and the examples of the culture specific practice of assessment⁹. Leys & Vanclay (2011) described culturally competent practitioners as those who acknowledge the immense influence of culture or ethnocentrism, assess relations and monitor dynamics that are resulting from cultural differences, expand their knowledge of cultures as well as incorporate it into their everyday practice, and lastly, adapt to diversity.

Understanding the cultural self, for example, would extend to more permeable boundaries¹⁰. Description of the cultural self is necessary for cultural formulations that will lead to more culturally relevant mental health services with more favorable outcomes clients. An example of possible miscommunication due to culture includes the fact that there is not an adequate translation for the term assertiveness training in the some of the languages. A psychotherapist teaching assertiveness some of the nationality, would be imposing Western values on the client as well as opening the door for the possibility for miscommunication and misunderstanding¹¹. It is situations such as these that a culturally competent professional must be attuned to in order to provide culturally competent services to the International population.

It can be stated then that one reason ethnic minorities underutilize psychological services is that they do not perceive counselors to

⁹ A.J. Leys, & J.K. Vanclay, *Social learning: A knowledge and capacity building approach for adaptive co-management of contested landscapes*, Land Use Policy 2011, 28(3), pp. 574-584.

¹⁰ P. Byrne, op. cit., p.10.

¹¹ K. Tudor, op. cit., p. 32.

be competent to address their culturally related problems. A study by Byrne (2013)¹² suggested that psychologists, no matter their background, with cultural knowledge and skill would be considered credible sources of help by the International population. Thus, an increase in mental health professionals who are perceived as more culturally competent could lead to more favorable attitudes toward psychotherapy as well as positive expectations toward mental health services in people coming from different countries.

New York and New Jersey Social Work Practice

Historical Background

The features of the social work practices in Latinos and Polish system in today's time have created a lot of complex problems for the professional social workers¹³. There are around thirty seven different diplomas that have been created, that makes it quite difficult to carry out the basic goals and aims that converse the overall epidemic of such underlying pseudo.

Despising from the high charity, the Latinos and Polish social security system is far down below from the monetary damage due to an aging populace¹⁴. This contributes huge expenditure on the pension, health care and benefits of unemployment in the recent years. The Social work in New York and New Jersey is depicted in two decade and three decade speculations. In the course of the last three or more decades the social notions including New York and New Jersey were in an incredible arrangement of discussion¹⁵. This issue was examined in worldwide gatherings concerning all humankind based variables.

Numerous approaches updated over the previous years and this lead to numerous types of social function. Much go head to head noticing this exchange has happened about the plausibility of expected social

¹² P. Byrne, op. cit., p.10.

¹³ L. Simich, S. Maiter, & J. Ochocka, *From social liminality to cultural negotiation: Transformative processes in immigrant mental wellbeing*, Anthropology and Medicine 2009, 16(3), pp. 253-266.

¹⁴ K. Van Wormer, *Human behavior and the social environment, micro level: Individuals and families*, Oxford University Press 2010.

¹⁵ L. Simich, S. Maiter, & J. Ochocka, op. cit., pp. 253-266.

work inside these examples¹⁶. These views aggregate up well the terms in which social workers express their crisis of emotional disposition that seems to have shaded the whole period inside the social work calling and of which we have tried here to uncover to a parcel of the aspects.

Also, inside the setting of decentralization social work has been watched as neglecting to offer a sound qualified data base and encounters inconveniences when stood up to with unfolding poverty, crashing demands from open controls and inquiries from inside around master get-togethers. Instead of the views advance by those same sociologists, these tests are possibly not simply an aftereffect of the considerably political issues concerning the part of the state and the crisis of trust in the welfare state so every now and again roused¹⁷.

Context of Practices Prevailing New York and New Jersey

Over the time, the Social protection system of New York and New Jersey has evolved in a much more compound way that is contributory as well as non contributory that covers the social hazard. Although they were at first quite dissimilar in term of coverage, management and a variety of schemes that have come to the extremely comparable to the general scheme¹⁸. This is trending is the obvious among the differently private segment scheme and the particularly for the benefits of health care.

This general plan is the fundamental wellspring of consumption for government managed savings of laborers in New York and New Jersey. The introductory benefits arrange that blankets the private division, it is the health protection plot that is fronts around 80% of the populace. The backing system of family is likewise receptive to the qualified petitioner without needing the particular commitment or business¹⁹.

Other experts of the segments based plan, supplementary or

¹⁶ S.R. Potochnick, & K.M. Perreira, *Depression and anxiety among first-generation immigrant Latino youth: key correlates and implications for future research*, The Journal of Nervous and Mental Disease 2010, 198(7), p. 470.

¹⁷ K.F. Jackson, & G.M. Samuels, *Multiracial competence in social work: Recommendations for culturally attuned work with multiracial people*, Social Work 2011, 56(3), pp. 235-245.

¹⁸ L. Simich, S. Maiter, & J. Ochocka, op. cit., pp. 253-266..

¹⁹ K. Tudor, op. cit., p. 32.

essential, are additionally the part of the social safeguard column that is ordinarily called the social security. This is the most noteworthy of the specific or the division base plan is the agribusiness based plan, the horticultural laborers reserve assumes the same part²⁰. They are obligations regarding to meet liabilities of social laborer, for example their inability, harm, family expenditures, they are additionally obligations regarding advertising the social welfares from forestalling the word related mishaps²¹.

Social Issues

The higher living standard that has been appreciated by the amount of Latinos and Polish framework he country has not escaped towards the genuine social issues. While the most vital issues that is confronted by the nation is presently the have confronting around 10% more work compel existing into their nation the high rate, as we have contrasted and other European areas and advanced nations outside from Europe²². The amount of unemployed specialists is dependent upon the blue collars that are not equipped to find speculation in the economy that is more and more commanded by the administrations and higher quality fabricates. There are usually impressive of ladies' and youthful men are who exist in this job record.

A genuine social issues that is happens because of the unemployment, there is expand in the higher rate of wrongdoing and roughness have been begun in the nation, it was for the most part happened in the middle of the time of 1944 and 1988 where around 13 to 18 years of matured individuals confronting Jailed for viciousness of wrongdoing²³. Savagery in youth and other criminal exercises are regularly connected with the posses in the extreme, the easier wages lodging ventures that going out numerous urban communities of Latinos and Polish. Larger part of these buildings was basically implicit the 1960 and the 1970

²⁰ M. Reisch, & J. Andrews, *The road not taken: A history of radical social work in the United States*, Routledge 2014.

²¹ K. Van Wormer, *Human behavior and the social environment, micro level: Individuals and families*, Oxford University Press 2010.

²² A.J.2S Leys, & J.K. Vanclay, op. cit., pp.574-584.

²³ M. Reisch, & J. Andrews, op. cit.

that serve to unraveling the deficiency of houses²⁴.

The major uproars ejected in some of these complexities in the year 1980,s and 90. A percentage of the analysts putting a part that accuse for ascent in savagery and wrongdoing in the Latinos and Polish state they really reprimanding the legislature for foundering in the joining of Latinos and Polish social order migrant populaces²⁵.

Bigotry is likewise happens as the potential social issue that has comes up in the New York and New Jersey. There is the hugest interpretation of the contemporary prejudice that is dependent upon hostile to settler and hostile to Semitism prejudice. Larger part of this roughness is controlled against the individuals of Jewish in the later decades that have been recognized as typical, for example contamination of synagogues and hostile to Semitic and graves²⁶. The migrants bunny particularly those who are bearing the unmistakable indication of the ethnic and the social distinction that have been likewise focusing about their racial contrast in the later years.

Social Workers Training in New York and New Jersey

In New York and New Jersey, the Law specifies that: both private and public institution should offer training of social work that contributes to the promotion and qualification of professionals, salaried and non salaried staff, and working together to combat exclusion, prevent and overcome the handicap or maladjustments, in order to aim the social development of the society²⁷. Social laborers preparing in private and open must firstly revel the commitment with the provincial state and the subject towards the state control²⁸.

Since, year 2005, the social building work arrangement preparing must be on the house as that are acknowledged as the center components. These components are financed majorly by the neighborhood

²⁴ S.R. Potochnick, & K.M. Perreira, op. cit., p. 470.

²⁵ Glinka, B., 8. *Strategies of Development of Polish Immigrant Entrepreneurs in the USA1*, INTERNATIONAL BUSINESS FROM THE CENTRAL EUROPEAN PERSPECTIVE, 97.

²⁶ S.R. Potochnick, & K.M. Perreira, op. cit., p. 470.

²⁷ Ibid.

²⁸ B. Glinka, op. cit..

power. There are the different capabilities that have dependably been portrayed that are hinge on upon the position and it is identified with the amount of training that has used by understudy after Baccalaureate.

Generic Degree of Social Work in New York and New Jersey

It is the route of contemplations, the rationality approach with the unique strategies that are utilized and make the do social instructive. This likewise implies that social pedagogical is something that they do not do. The social teaching method is continuous voyage of the studying and extension not for the individuals that we work with additionally for ourselves²⁹.

There was a period in New York and New Jersey where just two forms were in backing for the specialists of the social order. The issue was never in the working of social laborers it was dependably in the bureaucratic structure. In the private voluntary part, social pros could be uncovered in a remarkable mixture of private day and night organizations. Their prevailing errand are assuming ownership weakened children or adults, family scenario, abhorrence of unfortunate behavior plans or preventive probation sort work with families³⁰. While their specialist status is customarily controlled by over the country pay understandings, administrations can often pick not to select from these understandings or to use them as a part of supplemental innovative tracks to shoulder the expense of chances for affirmation or for vindication.

As we have seen social work competencies have come to be logically orientated towards specific limits and their level of separation is not simple to comprehend and examine. Parallel to this the pay and calling change scale offers more possible results for affirmation notwithstanding markedly more versatility for managers who wish to change their work structure³¹. Some master has reacted by reaffirming their specific

²⁹ K.F. Jackson, & G.M. Samuels, *Multiracial competence in social work: Recommendations for culturally attuned work with multiracial people*, Social Work 2011, 56(3), pp. 235-245.

³⁰ M. Reisch, & J. Andrews, *The road not taken: A history of radical social work in the United States*, Routledge 2014.

³¹ Ibid.

master psyche others by endeavoring to adapt to the advancing scene.

Salaries of Social Workers

The compensations of social laborers remains altered in New York and New Jersey. Latinos and Polish social order is unpredictable of its social framework which has been produced because of major approach issues identified with social laborers pay rates as we make contrast and America where compensations expanded continuously as exhibition of function (Roberts & Watkins, 2009). Around thirty seven negotiators have been made with hazy sets of expectations which make it more perplexing that what it as of recently is. The multifaceted nature of the scenario might be investigated simply by concentrating on this half quart that in January 1998 what added up to 800,000 individuals were filling in as social specialists. Out of the aforementioned 800,000 around 350,000 was recognized qualified social specialist³².

Social work proficiencies are no more limited to these general distinguished testaments, almost unbounded measure of arranging ventures now exist, each with an exchange sort of certification³³. Close-by the accepted reasons for living thirty two diverse endorsements have been made over the past decades, all of which have claims to intervene in social development yet conceivably as social master's specialists.

Implications of Social Work for Society

Social work is an academic and professional discipline that searches to enhance the wellbeing of an individual or group, quality of life and community by intervening through policy, direct practice research. It provides aid to those people who struck with social injustices, poverty, and violations of their human rights³⁴. Most of the research usually centers on areas like international and community development, program evaluation, psychotherapy, public administration, social policy and human development. In the simple words, social work is the organized employment towards the betterment of social

³² S.R. Potochnick, & K.M. Perreira, op. cit., p. 470.

³³ M. Reisch, J. & Andrews, op. cit.

³⁴ B. Glinka, op. cit.

conditions in the community and trying to raise the conditions of poor or to provide welfare to their children etc³⁵.

Advanced generalist social work is the commander of the generalist foundation to augment the depth and size of the practice. It integrates greater methodological and theoretical superiority for differential submission of advanced social work values and ethics, skills, theories and knowledge in the evaluation of intervention with groups, families, couples, organizations, individuals and communities³⁶. Advanced generalist social work underlines the distinctive features of social work services in the rural and small community context. It also enhances the profession of social work through the integration and application of evaluation and research at all levels.

Social work has many goals on which the social workers put efforts for increasing the betterment of society. The core mission of the profession is to improve human well-being and to meet the central requirements of needy people, who are oppressed and vulnerable³⁷. The fundamental responsibility of the social work is to pay attention to the environmental forces that contribute and create the problems. There are certain goals which are described as:

1. To educate the students in becoming competent and effective professionals.
2. To provide leadership for the evolution of systems of delivering service.
3. To prepare workers in promoting the well-being of the society and keeping those activities that becomes the reasons of hurdles.
4. To assimilate students with the help of educating of history, philosophy, culture without any practice of discrimination.
5. To provide social justice to every citizen of the community that includes women, children and elders.

There are particular roles of the social worker in accordance to meet the defined goals. The role of the social worker is to convey hope, ambivalence, reducing opposition, breaking down problems and focus on goals and the means of achieving them.

³⁵ A. Giddens, *Introduction to sociology*, WW Norton & Company 2012.

³⁶ S.R. Potochnick, & K.M. Perreira, op. cit., p. 470.

³⁷ E. Gambrill, *Social work practice: A critical thinker's guide*, Oxford University Press 2012.

1. Social worker played the role of Mediator, who involves resolving problems conflicts or arguments among people in society and eradicate their differences between them. It also helps to resolve the areas of child custody and divorce cases. In this scenario, the role of the social worker is to maintain himself neutral to both parties.
2. Social worker functions as a coordinator in various ways that range from provision of technical assistance, identification and advocacy of coordination opportunities, and direct participation in the implementations and development of service linkages.
3. They play the role of Teacher by offering clients with current information and molding the harsh behavior of the society.
4. They also serve as a broker, when they connect people with their services, opportunities and resources.
5. Social worker functions as advocates, when they defend, present the rights of their clients.

Values and Ethics of Social Work

Social work profession is based upon a set of core values. It includes the values of service, the importance of human relationships, competence, the dignity and worth of the person and social justice. The fundamental value of social work is service: to facilitate people in need and to address social problems. The secondary value is social justice, in which worker involves themselves in economic and social justice.

Ethics are straightly related to the perception of good or bad. While conceiving the profession of social work, ethics are significant as they link to the expectations of professional conduct. It plays the master role in the profession of social work; therefore it has code of ethics. It asks social workers to fulfill their ethical responsibilities. The main social work values are services and social justice and the important ethics are the responsibility of carrying the profession appropriately and to fulfill the need of the society³⁸.

Employment of Social Worker

Social workers can be employed in a variety of settings that

³⁸ W. Brueggemann, *The practice of macro social work*, Cengage Learning 2013.

include government offices, nonprofit agencies, schools, mental health clinics and hospitals. Majority of the social work professions requires master's degree in the particular field. It has been observed that most of the NGO's and hospitals announce their vacancies for social workers, because their core job is related to the welfare of human society. The department of these organizations is deeply linked with societal relationship and their fundamental purpose is to provide assistance to needy people. The role of governmental agencies has the core job to provide aid and facilitate the society. Therefore, social worker has the widened area of surfing his employment, as currently there is a huge demand of social workers³⁹.

Conclusion

In New York and New Jersey social improvement has developed in the previous decades as for job and foundation. Social work has more mind boggling in the connection towards the political force. At final, the crisis in the reasons for living is in like manner a consequence of the reasons for living themselves since they require for the most part formed, skilled master shapes fit for making themselves got in individuals when all is said in done and political fenced in area. The expansion of master distinguishments whose objectives are regularly basically the same to each one in turn is in like manner not completely as a result of this inconvenience of finding a dependable and discerning technique for explanation. For the general open and to an astonishing degree for individuals all in all powers, the voice of social work has been suffocated out by that of humanism and of political science.

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