



INTERNATIONAL FEDERATION OF SOCIAL WORKERS
FÉDÉRATION INTERNATIONALE DES ASSISTANTS SOCIAUX
FEDERACIÓN INTERNACIONAL DE TRABAJADORES SOCIALES

Minutes of IFSW Europe e.V Delegates Meeting

Madrid, Spain

16 - 18 May 2014

Countries represented:

1. Armenia
2. Austria
3. Croatia
4. Denmark (with a proxy for Faroe Islands)
5. Finland
6. Georgia
7. Germany (with a proxy for Switzerland)
8. Ireland
9. Israel
10. Norway (with a proxy for Iceland)
11. Portugal
12. Russian Federation
13. Spain
14. Sweden
15. Turkey
16. United Kingdom

Other Participants:

- Brussels Representative
- IFSW Secretary-General
- Honorary Secretary (temporary)
- Global Human Rights Commissioner

Observers:

- Romania (ProAS)
- Romania (CNASR)



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1 Welcome and Formalities

The President, Cristina Martins, welcomed delegates and observers and thanked the Spanish Association for all their work in organising the meeting. She introduced members of the Executive, intimated that Jane Shears of BASW will take the minutes the first day and following a roll call of the member organisations represented and apologies for absence, declared the meeting formally opened

Ana Isabel Lima Fernandez welcomed delegates to the meeting on behalf of the Spanish General Council of Social Work. The history, legislative and conceptual framework, underpinning values and current practice of social work in Spain were shared with delegates, as well as the financial, demographic and political pressures.

This was followed by Ioan Durnescu from the National College of Social Workers in Romania, who presented the history, leadership, membership and future strategy of NCSW. The key concerns of the College are education and training, continuing professional development (CPD) and advice on social work regulation. All social workers in Romania automatically become members of the College when they qualify and register and the College are keen to increase international cooperation.

Ana Radulescu (ProAS) presented the promotional activities in Romania to raise awareness of the professional identity of social work; she noted that their main goal is to increase membership and said that all members have at least a Diploma in Social Work.

Meeting Appointments

Appointment of Parliamentarian: It was proposed that Henrik Egelunch Nielson be appointed as the meeting Parliamentarian.

Proposed: Sweden

Seconded: Spain

Carried unanimously

Appointment of Tellers: Juan Gutierrez Curràs (Spain) and Mimmi Kvisvik (Norway) were appointed as Tellers

Proposed: Armenia

Seconded: Israel

Carried unanimously



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	<p>Approval of agenda and timetable Cristina Martins proposed a timetable for the meeting.</p> <p>1.2 Approval of the agenda and timetable</p> <p>The Agenda was approved subject to the addition of a discussion on the Transatlantic Trade and Investment Partnership which was added to the Agenda.</p> <p><i>Proposed:</i> United Kingdom <i>Seconded:</i> Austria Approved unanimously</p>
2.	<p>Minutes of the Delegates Meeting 2013</p> <p>The minutes of the Delegates Meeting in Istanbul, Turkey which were circulated following the meeting and again in preparation for this meeting, were discussed.</p> <p>Minutes of the 2013 Delegates meeting were approved.</p> <p><i>Proposed:</i> Finland <i>Seconded:</i> Turkey Approved unanimously</p>
3.	<p>Matters arising from the minutes</p> <p>It was agreed that all matters arising are covered in the agenda.</p>
4.	<p>Presentation of the Executive Committee’s written report for approval; report from the Executive Committee and presentation of a draft Work Programme for the period</p> <p>4.1. The organigram paper “Executive Members Work Portfolio” was developed and agreed by the executive committee members as a basis for the annual work programme of IFSW Europe e.V. Each executive member has lead responsibilities for designated areas of the work programme. Cristina indicated that this had been a difficult year for all executive members due to time constraints and lack of capacity to undertake the work.</p> <p>The work programme was presented and devised in the following broad subheadings:</p> <ul style="list-style-type: none"> • Visibility and Voice <p>Cristina Martins reported that a designer has been appointed to support the promotion of the IFSW (for €2000 a year) and a new logo had been designed for the region. She also indicated that nine applications have been received for the Honorary Secretary position – 7 from Spain and 2 from Portugal. The appointment will be concluded following the Delegates Meeting.</p>



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- **Membership development**

Maria Moritz presented details of the work programme 2013/14 item 8 (FRA); item 11 (Professional Qualifications Directive) and item 14 (Global Agenda project). She pointed out that there was a report published by the FRA on violence against women in March 2014. There is concern that national governments do not implement the EU legislation on human rights and that this should be mainstreamed into national policies. Civil society organisations should be involved in the development of human rights and it is concerning that most social work associations are not invited by local governments to be involved in policy development.

With regard to the Professional Qualifications Directive Maria noted that this tries to support people to work in other countries; there have not been many changes and up to now only regulated professions have had easy access. Only IFSW Europe and two other exclusively social work organisations answered the call for expressions of interest in implementing the European Professional Card (EPC).

Ian Johnston pointed out that the Health and Care Professions Council (HCPC) that now regulates social work and a number of health professional groups in England and the European Federation of Nurses (EFN) have secured places on the expert working group that will oversee the introduction of the EPC for the 8 professions selected to pilot the new scheme. The HCPC have assured BASW that they will promote the interests of social work in the expert group as have EFN in the context of the joint ENS4Care project IFSW Europe are now undertaking with the nursing profession.

A debate followed about the transferability of social work qualifications and the mobility of social workers across different countries. There is an ongoing discussion regarding the attendance of Greece and Cyprus at the IFSW Europe Delegates' meeting in 2015.

- **Services for members**

Services for members are carried out through the work programme. The executive member/leader may establish a team if he/she considers this to be necessary to complete the task. However Cristina highlighted the fact that members of the IFSW Europe Executive undertake Federation work in a voluntary capacity often in addition to very challenging work situations. The absence of an Honorary Secretary over the past year has compounded a basic lack of capacity to deliver the work programme and effectively represent our profession in Europe in the way that is required. Cristina said that as the position is only remunerated by a small honorarium (3000euros per annum) this will continue to be insufficient and suggested that we need a full-time person. This is being discussed at the global level. Russia considers the executive are doing good work and is willing to help.

4.2. Communication and European Social Platform Comms

Cristina reported that IFSW Europe e.V. is continuing to develop strategic alliances with colleagues from other Social Platform organisations, raising IFSW's profile and contributing a social work perspective through participation in meetings by Ian Johnston and our Brussels based representative, Dalé Kabasinskaité at the Social Platform and in the European Parliament and



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liaising with our Member Organisations.

IFSW European Conference 2015

The 2015 Conference will be held in Edinburgh on the theme 'Celebrating the achievements of social work partnerships in Europe', from 7-9 September –see Item 8.1 regarding the European Conference.

4.3 Global Agenda for Social Work and Social Development

Maria Moritz intimated that the first Social Work Global Report will be launched at the Global Conference in July 2014 based on contributions from the International Council for Social Welfare, the International Association of Schools of Social Work and the International Federation of Social Workers, published by Sage.

Maria observed that social work Associations mainly submitted feedback regarding changing social policies to tackle austerity, focussing on problems rather than about how social work brings about solutions or bears influence on these problems. IFSW-E did not manage to get examples of social work practice concerning the difference social work makes. The second collection of papers will focus on Human Worth and Dignity. Members are asked to submit any papers to the IFSW Europe Executive – examples of how human worth and dignity can be recognised are needed (i.e., a short report, or video, or poster).

4.4 EU Issues and Coordination of IFSW Europe input to the European Social Platform European Anti-Poverty Network (EAPN)

Ian Johnston highlighted the wide range of activities he has been involved in which were detailed in the Executives report on the work plan. He has stressed the need for social workers to be much clearer about both their professional and personal values and their vision for a more inclusive and fairer society and the changes necessary to bring this about in the various presentations he has delivered about the work of IFSW Europe. He emphasised the importance of IFSW Europe's partnerships with other members of the European Social Platform (which links the members of 49 separate umbrella organisations) and the European Anti-Poverty Network both of which have clearly acknowledged the impact that austerity measures have been having on social work services and those individuals and groups in society most in need of these and effectively lobbied the European Parliament and other decision makers about the action that is required to address these. Ian provided details of the 7 Task Forces that have replaced the Social Platform's Working Groups. Members were encouraged to consider how they might want to be more actively involved in these works streams, although it is recognised that it may not be possible for IFSW-E to be involved in all task forces and that we must focus our energy on the most important issues..

Ian's contribution to representing IFSW at many key European projects was acknowledged.



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4.5 Finances and Legal Body Maintenance

Gabriele Stark-Angermeier referred to the requirement to ensure that the public records held in the Court in Berlin of IFSW's status as a legal body are updated. This has necessitated the engagement of a public notary. This matter is ongoing and complications with the administration of the maintenance of the legal body of IFSW Europe that have arisen are being resolved. With regard to finances she informed delegates that a new accounting system has been developed using Excel. The respective responsibilities of IFSW Global / Europe for the efficient collection of members' fees are being reviewed and clarified.

4.6 Project: Economic Crisis in Europe – Challenge and Response of Social Work Profession, World Social Work Day, ENSACT

Hakan Acar reported on the 'Economic Crisis in Europe' Lisbon Workshop in December 2013. With regard to ENSACT Hakan will remain as the IFSW representative although there is a lack of clarity about the future activity and sustainability of ENSACT. Regarding World Social Work Day all members are to be encouraged to arrange events to raise the profile in 2015.

4.7 The Social Work Role and Identity Project

Salome Namicheishvili reported that the Social Work Role and Identity Project has now been in progress for three years and is successfully generating knowledge about the activities of member organisations, the training and regulation of social workers and the delivery of social work services through thematic questionnaires. Some thoughts for the future were presented for discussion.

The Development of Social Work in New Social Work Countries

Ongoing work to actively support newly formed member organisations is continuing. Scoping of funding opportunities for joint learning events to be pursued. Salome referred to the importance of producing the statement in support of social work development in the South Caucasus Region launched on the World Social Work Day and the statement in support of Ukrainian people and social workers.

The Review of Membership in IFSW

See item 9.2 regarding the review of membership.

5. Reports from internal and external representatives of IFSW Europe

Cristina Martins recorded a vote of thanks to the Spanish Association for the social event the previous evening. She intimated that the services of Nigel Hall to record the official minute of the remainder of the proceedings had been secured and delegates thanked Nigel for this undertaking. Cristina also announced that some of the forthcoming sessions would be facilitated by other members of the Executive, appointing Ian Johnston to lead this feedback session.

Europe Human Rights Commission (Graça André)

Graça André, Europe contact person to the IFSW Human Rights Commission, outlined the history of



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her involvement since 2009 leading up to the 2013 Istanbul ENSACT Conference, where she delivered a presentation on human rights to a Symposium held there. Seven European countries were involved in this work. Graça reported on a visit to the International Criminal Court in the Hague in September 2013, her participation in the annual meeting of EAPN in Brussels and other events in Portugal, including a workshop in Lisbon in December 2013.

Graça is keen to develop a forward plan for the work of the IFSW Human Rights Commission and presented a proposal to organise a Symposium supported by IFSW EU for the 2015 European Conference on the theme of networking and engagement with stakeholders.

Armenia supported this proposal stressing the need for exchanges between member organisations on human rights. .

Salome Namicheishvili thanked Graça for organising the event in Istanbul and her valuable contribution as IFSW e.V. European Representative to the Global Human Rights Commission was acknowledged by all those present.

Responding to some of the issues raised, Ruth Stark, Global Human Rights Commissioner, outlined how the IFSW Human Rights Commission operates at both the global level and with regard to issues in Europe. Ruth noted that we often have to be very careful in reporting on these issues as things can backfire and people put in danger. Ruth mentioned the situation in Azerbaijan and in Hungary which can be seen in more detail on the website. Ruth emphasised that international surrogacy is an important issue for Europe – basically people selling babies. There is also the issue about birth registration and we are involved with the UN regarding this. There is an ongoing campaign for human rights in places such as Canada and the UK. Additionally there is concern over the rights of women and children in Nigeria. Ruth is involved with a motion on sexual abuse guidelines – presently out for consultation. Ruth pointed out that we need to consider the status of our UN reps around the world – where do we fit on a global level?

The UK felt that Graça's concern that this is not a well-defined role needs further consideration. Denmark suggested that our representatives should give quarterly feedback and it was generally agreed that information needs to be provided in advance of meetings such as this one. Cristina said that if anyone wants to understudy executive roles this can be arranged.

Romania pointed that an exchange programme with the Catholic University is of interest and suggested that exchange activities between associations are generally a good idea.

The UK asserted that human rights are a very important area for us to be engaged in as social work is a human rights profession. Israel indicated that the human rights situation is very complex in their country and a basket of legal provisions have been implemented to try to deal with social rights. A general comment that was widely agreed was that we should try and see how social work can assist in advancing human rights– we do not necessarily have the same mandate as Amnesty International, but should engage in human rights more generally.



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Gabriele Stark-Angermeier pointed out that there are many issues from the Council of Europe that can be linked into our human rights concerns. She had brought a paper regarding Antonina Dashkina's work from the Council of Europe. There are two issues here that are linked to human rights – Human Rights and Religion and NGOs and the Islamic world. Antonina has been doing this work for more than 10 years and needs further support or possibly handover to someone else (Note: oppression of NGOs in Russia is a concern). Antonina needs to be congratulated for her contribution.

Ian Johnston recorded a vote of thanks to Gabriele, Antonina, and IFSW global representatives.

Global Ethics (Salome Namicheishvili)

Salome Namicheishvili reminded the group that she was nominated in Armenia and then in Turkey. She reported to the DM in Istanbul that the Global Ethics Committee is not working well – the work is challenging because there is no framework to work from. She has followed Graça's example in interpreting the main function of her role as to raise awareness in member countries and promote debate. She led an hour long session on social work ethics at the Istanbul ENSACT and is working to find clearer mechanisms to link the European work to the global level. Salome said that there is often conflict between social work principles and local policies in post-Soviet countries and a need for more debate on ethical issues. There have been two referrals from Georgia concerning unethical conduct and the Georgian Association has now set up an ethics committee.

From her perspective it would be helpful if there was a platform to continue promoting ethical practice. One important message she feels these countries do not really understand is what IFSW is doing. Salome has promoted IFSW ethics, the policy statement re working conditions and other IFSW policies, shared links and the work of IFSW generally. She agrees with Graça that there is a need to make our connections more effective and to find a clearer mechanism to link to global work. Salome hopes to have a session on these issues at the 2015 conference.

Sweden asked whether there is a process for revising the ethical document. Rory Truell pointed out that the Ethics Committee firstly sets the global standards regarding ethics and secondly has the responsibility to investigate a member who might breach the Statement of Ethics. He said that there has been a lot of discussion on whether or not there needs to be a Permanent Committee; also that the ethical definition is up for review. IFSW's constitutional review 2014-2016 will consider whether this is required.

ICT Development Project with European Federation of Nurses (EFN) (Ian Johnston)

Ian Johnston referred again to IFSW Europe's developing partnerships with members of the Social Platform who are successfully lobbying the European Parliament regarding human rights issues. A new vision for the future is contained in the Spring Alliance Manifesto which has been launched in advance of the European elections. The issues that concern social workers have been raised repeatedly within the European Parliament and Commission and with Heads of State. Ian considers



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we are making an impression – not as big as we would like.

Our involvement in the joint ENS4Care project led by the European Federation of Nurses (EFN) developing e-guidance for health and social services professionals on the use of information communication technology (ICT) to support people challenged by illness and disability to live independently represents an important step forward. There are 24 partners in this project which has secured EU funding for a period of 2 years. The fact that Microsoft is a partner is a significant achievement. Our health colleagues may have better networks, but it is good to work with them. Our concern as social workers is to ensure that the guidance produced is human rights compliant and promotes empowerment and self-directed care. Portugal commented that this kind of cooperation is difficult when there is a disparity between our different professions; it is important that we have equal partnerships with our health colleagues. Portugal is not against the project but realises it is not easy to engage in such projects – we need to take on board different experiences of cooperation in different countries and need to improve on what has happened so far.

Sweden said that they felt a bit negative as there is a matter of resources and capacity in the Executive. They are also concerned that working with the medical profession may mean that social work suffers – it is important to highlight the contribution of social work. Turkey felt this was important for IFSW Europe but we have serious logistical difficulties, but would be interested in any concrete ideas about taking this forward.

Israel noted that we need to strengthen our profession, and make it more visible. Denmark pointed out that in the EU nurses are much stronger than us, but we need to work in projects like this, and it important to cooperate with them. The UK stressed that this project is about social inclusion – making people independent, and that if we can bring in the social perspective this is good.

Austria fully supports this initiative as a political strategy. The Austrian Association has faced economic problems and noted that we have to be careful – and that there should be a financial benefit if we invest in projects such as this.

Ireland supports the project. John Brennan noted that he has worked with nurses a lot and that they are keen to be involved, so this can be a good opportunity for IFSW Europe.

Armenia said that it is impossible not to agree with these comments, that it is good to work with our health colleagues but to let them know that we have our own professional mission as well.

Ian Johnston pointed out that this project is new, and that it has taken time to get involved with the nurses. It has been approved for a two year period. With Microsoft involved there will be webinars and other sophisticated aspects to the project; an initial questionnaire has been sent out to identify existing good practice in this specialised area. The project has a budget of €500000. IFSW will receive €2000 per annum to meet the basic costs of participating in meetings and further funding will be provided for specific pieces of work over the two year lifespan of the project. Therefore IFSW can get expenses to help develop this project and there may be scope to extend our activities into other projects. Our biggest issue is capacity – lack of time when people are pressured; it is good



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to work in partnership though and we are now an approved organisation to bid for EU funding.
 Ian was given applause by the Delegates Meeting for his presentation and his work with this project.

6. Report from IFSW Secretary General (IFSW Global)

6.1 Report from the Secretary General

Rory Truell congratulated the executive on the health project and noted that this is an example of work by our members that will make an important impact. He noted that this should be reported on in the IFSW website. Resources to engage in such projects are always a problem, but we are used to working with them!

With regard to World Social Work Day Rory noted that the executive felt we should take a strong position on a political front – we know what policies work and which fail. It is also important to engage the international community in our work. International organisations are interested in our views and we have things to say. He expressed delight at the poster and noted that there were 35 translations online, including countries such as Botswana and Vietnam.

With regard to the 2014 World Conference in Melbourne the first Global Report on Social Work and Social Development is being produced and this is creating its own growing momentum. Romania provided some very concrete ideas about translating these ideas into practice. Rory also noted that the “Orange Tide” is also a great example of social work action.

Some criticism of the conference in Stockholm had been that the visibility of the Global Agenda was not as strong as it had been in Hong Kong, but this is changing. The 2016 Seoul Conference will be on the Dignity of People and the 2018 Conference will continue with the Agenda theme. Ireland (Dublin) may put in a bid to host this.

Rory noted that the website gets 50,000 unique visits per month. IFSW itself needs more resources to improve its operations. Fiona Robertson, IFSW Treasurer, has been leading on reforming the IFSW Archives with Rory and Nigel Hall assisting and in last two weeks further material has been scanned, including 40 years of IFSW Newsletters placed online.

The Global Agenda is a complex process between three world bodies. There are two proposed policies (sexual orientation, protecting children from sexual abuse), a proposed review of the constitution will be discussed, and there will be a call for a new world region from the Arabic-speaking countries. IFSW will live stream the proceedings of the General Meeting in an attempt to make this more inclusive.

Rory also indicated that the full-time salary previously paid to René Schegg could be divided between the regions for administrative support. This is still to be discussed more in Melbourne.

6.2 The Review of the Global Definition of Social Work – Proposed Definition

Rory noted that IFSW has doubled its membership since the Definition was first agreed with 116



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member organisations now in IFSW. The new Definition has had 160 comments on the website. There was a 1936 Definition of Industrial Social Work, but the current Definition has been the most influential Definition, the first to highlight human rights, and most cited. There are however critiques of this Definition, hence the exercise to review it. There is concern that it is too 'Western' focused, the Asia-Pacific region feels there is too much focus on social change, while Latin America says the opposite and there is no reference to social work theories.

The proposed Definition is based on respect for dignity, doing no harm, respect for diversity, upholding human rights and social justice including cultural and family rights, acknowledges the co-existence of human rights and collective responsibility and promotes the interdependence of people. However the word 'indigenous' in the new Definition does not translate well and will need further work.

Rory also noted that we have a challenge is to articulate a position regarding social work and poverty. Can we say poverty is illegal for example?

Maria Moritz thanked Rory for his presentation.

Denmark made two comments following this presentation. Firstly that we seem to have had much less communication from the global level last year and that IFSW feels very far away. Secondly in discussing the Global Agenda the collective action of social workers is very important and necessary, to influence policies, as represented by the Orange Wave movement.

Israel thanked Rory and the IFSW executive and noted that it was important to adopt a wide definition that would involve learning from the people who use social work services.

Gabriele Stark-Angermeier informed the DM that the German-speaking countries met six weeks ago in Berlin and discussed how to translate the Definition and in particular words such as 'indigenous knowledge'. There is a need to be aware of other country ethics and ensure that the Definition can be responsive to these. She stressed the need to be very careful with translations.

Turkey noted that some aspects of the Definition might be cultural and might not fit with other aspects- for example the focus on harmony, and may need to be discussed further.

Israel noted that the Definition could say 'learning from the people who use our services' rather than 'indigenous'.

Sweden expressed surprise that the new Definition had not been sent out to members and was only available on the website, and felt that it should have been emailed to members. They were not prepared to discuss this now.

Portugal noted that it is difficult to contribute to a final submission at this time as this is complex. There is need to consider how we refer to the people we work with who should be involved with this.

Cristina Martins expressed the view that the discussion on this fundamental issue must be a



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continuous process, the new Definition is a proposal to be presented, discussion will continue.

Denmark expressed surprise that the proposal has gone so far and commented that they had been unaware of the process. It was too early in their view to decide on this.

Finland noted that the Definition has been translated into Finnish and discussed at schools of social work. This is a difficult process as it has had to be discussed and translated in their own cultural way. However now have an initial understanding of it and feel the structural approach is important in considering the Definition. Finland wondered whether it is possible to have a mutual Definition, or if it is too difficult to agree on this a partial one?

Armenia said that they are still in a process of looking for an *explanation* of social work – further work is needed on this Definition.

Rory Truell thanked the DM for the feedback and noted that he is still looking into the modalities for translation. He was sorry that some people had not received emails, although he tries to send an email each Friday with *IFSW News*.

Cristina thanked Rory for his presentation

6.3 Elections

Maria Moritz spoke to her nomination as Member at Large and for Global Treasurer

Salome Namicheishvili also spoke to her nomination as Member at Large, noting that she will not be in Melbourne.

7. Consideration and amendments to the Articles and Bylaws of IFSW Europe

7.1 The President invited delegates to make any proposals for changes to the articles and bylaws of IFSW Europe e.V. Gabriele Stark-Angermeier noted that there are no written amendments at the moment.

7.2 Amendments to the Bylaws

There were no proposed amendments to the Bylaws.

7.3 To consider any proposals for amendments to be voted on in 2015

There needs to be further consideration of Article 5E re the DM meeting at least once a year – interpretation of the words (per year / per annum) may need further consideration. Members should look through the articles and by-laws and send any suggestions for amendments to Cristina for the next Delegates Meeting.



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8. European Conferences

8.1 The IFSW European Conference in 2015 in Edinburgh, Scotland, September 2015

The next European Conference will be held in Edinburgh from 6-9 September 2015 with Prof Walter Lorenz as a keynote speaker. Bridget Robb explained that the organisers proposed to ask each association in IFSW Europe to receive the abstracts from people in their own countries and endorse up to five workshop proposals for priority inclusion in the programme. This needs to be done by November. Additionally they are requesting associations to nominate speakers and suggest themes and issues for the plenary sessions. The Scottish government is a major sponsor; in addition to the usual conference programme there will be a *Ceilidh* – a cultural exchange – and participants are asked to bring their music, songs, dancing shoes and have a hooley!

8.2 To discuss future Conferences in IFSW – IFSW European Conference 2017

Maria Moritz noted that there is an invitation to Innsbruck for the 2017 Conference – an interesting and vibrant city! Armenia also indicated they were happy to host 2017, also Israel is considering to host.

9. Consideration of any other proposals

9.1 Statements

- Hakan Acar indicated that Turkey have drafted a statement on the recent coal mine tragedy and distributed this to delegates. Croatia has also presented a draft statement to Cristina Martins, concerning decision makers not giving due weight to the work of social workers. Social workers are now involved in many sectors, with more than 150 public obligations. This statement will be made formally later.
- Ian Johnston presented a draft statement for the IFSW 2014 General Assembly on the EU/US Trade in Services Agreement and the Transatlantic Trade and Investment Partnership Negotiations. The justification for this statement is that it is essential that the ongoing negotiations on trade agreements do not undermine the progress achieved in integrating sustainable development objectives, and a mandatory social clause in the rules tailored for the procurement of social and health services in the Directive adopted in March 2014. This draft had been distributed and was presented at the meeting. No decision was made about further action.

9.2 The Review of Membership in IFSW

Cristina Martins invited Salome Namicheishvili and Maria Moritz to present a Review of Membership. There needs to be more clarity on this issue as some countries really have a challenge to pay the membership fees. Maria Moritz presented a PowerPoint on IFSW Europe e.V.'s finances with



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regard to membership. She pointed out that since 2002 the fees had stayed at the same amount, yet are the main source of income. As IFSW Europe has had more activities than ever before this has meant a loss of about €542 per year. There is also a problem of paying on time – by April 2014 only half had paid the 2013 global fees. The majority of members pay low fees with the minimum IFSW fee set at €207 (€1.268 per member), plus 20 cents per member additional regional fee. Global IFSW collects the fees and remits funds to the regions for projects. However global IFSW has not yet paid for the Workshop held in Lisbon last year. Possible solutions could be reducing activities substantially, raising the membership dues, finding other sponsoring arrangements and developing new income through projects.

IFSW Europe e.V.'s income from fees shows a gradual decline – 2010 €25,583; 2011 €23,624; 2012 €23,576; 2013 €14,492 (missing €8500). Gabriele Stark-Angermeier however noted that some fees are still coming in – we are only really missing €300 less than 2012 as the money still needs to be remitted from global IFSW.

An alternative proposal suggested by Maria is to linking the fee with the Human Development Index (HDI) composite statistic of all countries in the world regarding life expectancy, education and income indices. Although this might be a more equitable system there would need to be an increase in the per capita amount paid to compensate for countries with a lower HDI paying less.

Denmark asserted that this discussion can take place in Europe but will need to involve the global level as well. Denmark is concerned that the European working group may not be effective as decisions will be taken at the global level. Sweden supported this point. Salome Namicheishvili accepted that the review needs to take place at the global level, involving herself and Maria Moritz. Maria suggested that delegates could put their names on a list if they are interested in participating in this review. Maria and Salome are willing to take feedback from member organisations.

A working group to consider this further was suggested by the UK and Sweden and endorsed generally by the DM. This should be linked to a reform of the funding system used by IFSW global for the regions as the regions do need more money for their own developments. The Secretary-General indicated that IFSW is happy to combine the Europe levy with the international payment and can then transfer the European part. Cristina Martins said that the Latin American region also wants to work on this group if it is formed. Restructuring the fee system is an important area of concern that will need further work and will be discussed further in Melbourne.

9.3 Delegates Meeting 2015

Ian Johnston raised an issue concerning the legality of the DM not meeting within a 365 day period. He said that the Statutes expressly state that IFSW Europe must hold at least one Delegates Meeting per annum and that informal legal advice indicates that failure to do so could result in the legal body's proceedings being declared null and void. Members of the Executive are elected for a term of 2 years. If the next meeting is not held until September 2015 this period will have expired before



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new appointments are made. Gabriele suggested that this could be a problem with language as the German word for year allows the interpretation during a calendar year rather than the 365 days. Ian Johnston said that the constitution could be amended to permit this but that such a change to the statutes would require to be made first to allow this. He considers that a fundamental duty of elected members of the Executive is to ensure that IFSW Europe complies with its statutes and by laws.

The proposal to hold an additional Delegates Meeting (DM) in the form of a webinar which members could attend in person at their own expense or participate in fully online to deal with the business of approving the annual accounts and election of office bearers is intended to ensure that the organisation complies with its constitutional requirements. Support could then be offered to members to attend the second DM which would deal with social policy and be held in conjunction with the 2015 Conference in Edinburgh in September 2015.

CISCO Systems have expressed their willingness to host such a webinar and provide technical support on a charitable basis at no cost to IFSW at one or more of their 40 offices in Europe and their communication system or other more traditional methods can be used for the election of office bearers by member organisations casting their votes following the usual presentation of candidates.

The Parliamentarian said that it is clear that the DM must meet once per year and that each DM must decide where the next one is. As Parliamentarian he could not see any legality in having a web meeting – it may be interesting to develop new forms of meeting but this would require a change in the statutes first. The Parliamentarian believes it is legal to wait until September 2015 as the meetings can be held and have been previously during a calendar year, even if this was over the 365 day period.

Sweden were concerned that two meetings could affect the attendance at the Edinburgh Conference and pointed out that this has not been an issue in the past. The United Kingdom felt it would be too difficult to have a web-based meeting. Sweden suggested a vote on the issue. The issue was presented for a vote with the proposal to have the next DM from 4-6 September 2015.

Proposed: Georgia

Seconded: Finland

All voted in favour with one abstention (UK)

Proposal approved

9.4 Other proposals

Austria raised further concern over the transatlantic trade relations agreement and their implications for social services. This is leading to the extension of privatisation into the public services sector. Bridget Robb indicated that BASW were very concerned about the extension of privatisation in the UK where many services are already provided by the private sector, with good and bad results. Many UK members are running their own private businesses now and BASW is



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supporting them. Austria indicated that although private services can provide excellent services, the state needs to be the final arbiter and regulate this. Israel noted that there had been massive privatisation in that country with consequent concern over the negative effect on social services with a lack of supervision and training for staff. Portugal noted that there is pressure on NGOs to take over services previously run by the government, which is a form of privatisation.

Israel noted that there is a minimum wage law in that country but only two inspectors to regulate it – privatisation is there to stay in Israel, but there should be clear standards. Romania also indicated that they also have a privatisation process regarding the rollout of social services, such as services for child protection which are to be privatised.

Romania would like a discussion on this issue. Gabriele Stark-Angermeier said that Germany is also concerned and that it was important that there should be open discussion of this issue which is affecting the social systems in the European area. The Brussels Representative, Dalé Kabasinskaité said that a weaker state (eroded by privatisation) means less democracy and we need to be very concerned about this; we need to discuss the issue and develop a clear position on this.

Herbert Paulischin suggested the formation of a working group to continue the previous discussions held with BASW in 2011 and offered to set up this group and act as coordinator. This group would focus on the 'economisation' that puts the economic above the social and will be included in the work programme. Rory indicated that IFSW will partner with others as the economisation of social work is a big threat with profit seen to be more important than protection.

Cristina thanked Herbert for this offer and the DM unanimously agreed to include this in the work programme.

10. Final adoption of the Work Programme 2014-2015

Cristina Martins thanked the Spanish Association for the very nice dinner and event the previous night.

The issue of time banking was initially discussed and the UK reported on the questionnaire they had sent out regarding this. Five responses were received, four of which were positive. The UK will send the questionnaire out again and will look into the issue further. Switzerland would like more information on this however, while Sweden felt the proposal should be taken out of the work plan as so few people were interested in it. The UK felt there was need to explain the issue further and that it has enormous potential – they felt it should remain on the work plan so that those interested can work further on it. Ireland indicated they were prepared to be involved with this and Gabriele also supported the idea of the work group. Cristina Martins suggested it remain on the work plan for another year.

Salome Namicheishvili said she feels it is important to have a working group on review of membership which will feed back to the global level. Other working groups suggested were one on the TTAP issue, on fees, on the translation issue re IFSW Europe's legal statutes, and on preparation



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for the Melbourne conference. Denmark's view was that we don't require working groups, but just to continue with the work plan, while Cristina indicated that the work plan will be decided on by the new executive after this meeting.

It was generally agreed that the privatisation issue should be on the work plan.

Vote on work programme plus the privatisation issue.

Proposed: Germany

Seconded: Norway

Unanimously approved.

11. Approval of the annual accounts and the report of the auditors

11.1 Report from Honorary Treasurer including the accounts for 2013

The Treasurer presented her report including the balance sheet for 2013 and preliminary budget plan for 2014/2015.

Gabriele Stark-Angermeier noted that the Project costed at €6500 can be completed in 2014 as money from the Global Fund of €6573 which we did not receive last year is expected this year. She noted that there is no income from ENSACT Conference as although €3000 had been expected in the event there was a loss, covered by Turkish Association. There is less income in 2013 as the contribution from the Global Fund did not come in 2013 but in 2014.

Sweden asked why our expenditure budget this year is lower than the last year and Gabriele explained that we spent less this year than last year, and that savings were achieved partly because we did not meet so often. We had expected more contributions from member countries, but this did not happen.

Austria noted that the expenditure for 2014 was carried over from 2013. Denmark observed that the balance for 2013 was low as fees were paid in 2014 as was the money for the Project. Gabriele said she can revise the budget, but it is difficult when it is not clear when the income is coming in. Austria proposed that €10,000 be added in for 2014 from carried over income.

Motion from Georgia and Austria on the balance of 2013.

Proposed: Austria

Seconded: Georgia

Accepted unanimously

Motion to adopt the revised version for the budget plan 2014 and add the fee income from the last year and this year (€20,000 for 2014 and €10,000 for 2013 – total €30,000) in the Revised Budget Plan.



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Proposed: Norway
Seconded: Armenia
Abstention: Denmark
 Motion accepted with one abstention

11.2 Report from the auditors

Gabriele Stark-Angermeier indicated that the auditor has agreed to continue for 2014 and the auditor's report for 2013 was presented to the meeting. Questions or comments were invited but there were none.

Motion to accept the auditor's report

Proposed: Germany
Seconded: Austria
 Carried unanimously

12. Ratification of the general and financial policies of IFSW Europe e.V.

12.1 Decision on the annual membership dues (regional fees)

The executive proposed that the fees remain the same for the forthcoming year. This will be further reviewed as noted in the report from Maria Moritz where it was noted that restructuring the fee system is an important area of concern that will need further work and will be discussed further in Melbourne.

Proposed: Austria
Seconded: United Kingdom
 Carried unanimously

12.2 Review of activities and accounts of IFSW Europe e.V.

Gabriele Stark-Angermeier presented the planned budget for 2015.

The budget plan for 2015 was presented to the DM and Gabriele noted that we are expecting an income of €3000 from the Edinburgh conference, with a reduction in expenditures. The income for the year is however not clear at this point. Austria suggested the Budget Plan should be adopted as a financial orientation plan and then an email be sent at the beginning of the year indicating a revised budget plan once the 2014 figures are clear. The Parliamentarian concurred with this and indicated that while the 2014 budget was sufficiently detailed, the 2015 one was more difficult to approve at this stage.

Ian Johnston as an outgoing member of the executive expressed surprise that the auditor had not looked more carefully at the €11,000 deficit figure and suggested contact with the auditor at an early date to discuss the accounting methods. Denmark agreed with this and said this had occurred



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last year and the executive had been asked to address the issue but had failed to do so..

Gabriele indicated that we need a clearer system to know when the money is coming in from IFSW global as the money for 2013 only came in May 2014. Hakan Acar pointed out that we have been talking about this for the last three years and that we have to think of other ways to motivate countries to pay. Maria Moritz said that the working group (which has 10 members) would continue with their deliberations and present findings before the next DM.

The President asked if the planned budget could be approved:

Proposed: Norway

Seconded: Armenia

Carried unanimously

12.3 Appointment of an independent auditor

The executive proposed that the same auditor be appointed:

APHA Concept

Wilhelmstr. 147a

D-42489

Proposed: Germany

Seconded: Austria

Accepted unanimously

13. Elections

13.1 Election of members of the Executive Committee

John Brennan, Elections Officer, explained that the following country representatives were eligible to vote: (The Tellers were Norway and Spain).

Armenia, Austria, Croatia, Denmark, Finland, Georgia, Germany, Ireland, Israel, Norway, Portugal, Russia, Spain, Sweden, Turkey, UK, with the three proxy votes. Proxies were held for the Faroe Islands by Denmark, Iceland by Norway, and Switzerland by Germany.

Five nominations were received and each person was given a few minutes to make a presentation. A vote took place, with the results as follows:

- Mira Antonyan (Armenia) 5
- Josefine Johansson (Sweden) 15
- Fran McDonnell (UK) 5
- Salome Namicheishvili (Georgia) 11
- Katkic Stanic Tatjana 1



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Josefine Johansson and Salome Namicheishvili were declared elected as executive members and as there was a tied vote for Mira Antonyan and Fran McDonnell a second round of voting took place. 19 countries voted and the result was that Fran McDonnell was elected (12 votes) to Mira (7 votes).

14. Appointment of external and internal representatives of IFSW Europe e.V.

The following representatives were confirmed:

14.1 Representative of IFSW Europe e.V. to Council of Europe

Fernanda Rodrigues (Portugal) supported by Antonina Dashkina and Gabriele Stark-Angermeier

14.2 An IFSW European contact person to the Global Human Rights Commission

Graça André, supported by Stéphan Beuchat and Gonca Polat

14.3 An IFSW European Contact Person to the Global expert group on ethics

Salome Namicheishvili

14.4 IFSW Europe e.V. election officer

John Brennan

14.5 IFSW Europe e.V. Representatives for the European Social Platform

Fran McDonnell, Ian Johnston and Dalé Kabasinskaité

14.6 IFSW Europe e.V. Representative for the European Anti Poverty Network

Maria Moritz, supported by Mira Antonyan

14.7 IFSW Europe e.V. Representative for the ENS4Care Project

Ian Johnston

14.8 IFSW Europe e.V. Representative for the Fundamental Rights Platform

Maria Moritz

Comments or proposals

Fernanda Rodrigues explained her connections with the Council of Europe and her overall experience. Graça André indicated that Russia, Armenia, Spain and Germany have provided comments which she will take on board.



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15. Any other business

Joint open letter to the European Council on children's rights

This letter from the Social Platform to the President of the European Council, Herman van Rompuy, was distributed.

Ian Johnston's departure

Cristina Martins led the Delegates Meeting in thanking Ian for his contribution to IFSW Europe e.V. She said that she had known Ian for more than 10 years and he has served in the executive for five years and had made a huge contribution to IFSW Europe. Cristina thanked Ian very much and said she hoped he would still be able to contribute in the future. A special gift was given to him in thanks for all his work. Ian replied that it had been a very enjoyable experience overall – he has challenged people and been frustrated at times but had found it very worthwhile and would still be happy to contribute to the executive's work.

Cristina also thanked the Spanish association very much for all their support and the wonderful events provided to the Delegates Meeting. She also thanked the executive committee for their hard work.

There being no other business the meeting was formally closed at 1pm.

Cristina Martins
President
IFSW Europe e.V

Jane Shears (Fri 16 May)
Nigel Hall (Sat 17, Sun 18 May)
Honorary Secretaries (temp)
IFSW Europe e.V
(Minute Takers)