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DISCERNING THE SOCIAL WORK AS AN EDUCATION AND PROFESSION: AN OVERVIEW OF POTENTIALITIES

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Abstract:

The Present article is a review-based endeavor to understand the notion of social work as education and profession with multi revive approach. Today's social work is a professional service based on scientific knowledge, skill, dexterity, code of conduct, principles, philosophy and human values, through which a trained social worker, through a welfare organization, provides help to the troubled individuals, groups or communities in such a way. So that they can help themselves and adjust themselves smoothly in the society and establish relationships and behave in such a way to fulfill their needs so that they can actively participate in the development and welfare of themselves and the society. Social Work profession inclined towards public interest and the welfare of the society.

Keywords: Profession, Service, Social work, Value-Based.

Introduction

Social work emerged from humanistic and democratic ideals, and its moral foundations are based on respect for all individuals' equality, significance, and dignity. For nearly a century, social work has focused on satisfying human needs and maximizing human potential. Human rights and social justice motivate and justify the social work system. This profession seeks to alleviate the poverty and freedom of vulnerable and oppressed individuals in order to improve the social integration of disadvantaged individuals. The social work profession investigates societal barriers, inequality, and injustice. Its goal is to help people reach their fullest potential, improve their lives, and stop dreadful things from happening (International federation of social workers, 2018).

Professional social work emphasizes problem-solving and transformation. Social workers impact the lives of people, families, and communities. They address disasters, emergencies, and daily personal and social issues. Social work entails employing various skills, strategies, and activities focusing on the welfare of people and their environments, spanning from fundamental psychological processes to social policy, planning, and development. These responsibilities include counseling, clinical, social work, group work, social, educational, and family work, as well as attempting to assist people in locating services and resources in society. These responsibilities also involve pursuing social and political professions to promote functions such as agency management, community organizing, social policy, and economic development. In accordance with cultural, historical, and socioeconomic factors, the priorities of social work practice will vary from place to place and over time (FSU Online, 2020).

The concept of social work originated during the Second World War and was recognized as a profession. Under the government and non-government systems, professional service to social work basically means that every person has the possibility for a productive and satisfying life. Social work aims to provide systematic support and/or resettlement to economically dependent groups, such as the unemployed, sick, disabled, elderly, mentally ill, widows, developing infants, etc.

Social work has developed in different forms in different societies according to their own specialties. In some society, its proper development has been done in the form of professional service, which somewhere it has developed in the form of mere donation on the basis of charity, kindness, and humanity. Helen Clark in his book "Principles and Practice of Social Work" has tried to clarify by classifying social work on the basis of three ages (Social Welfare History Project, 2017).

- **Antiquity:** According to Mrs. Helen Clark, the roots of social work are associated with the origin of human society in ancient times. The form of social work in that era was different from today's professional social work. In ancient times, people used to help the weak, poor, handicapped, diseased, orphan, old and destitute people, inspired by the feeling of sympathy and help, people tried to help them through donation or material donation.
- **The humanist approach:** originated in the medieval - eighteenth century. In this period, the inspiration of social service was found to be based on humanism, not the result of religion or compassion. He became aware of man-human and considered it



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his duty to help the people suffering from psycho-social, economic and physical difficulties, participated in public service according to his ability.

- **Modern period:** In this period, the practice of service work on human basis of kindness, religion and duty towards humanity has remained in name only and in its place social work has developed as a professional service. Special methods and techniques and principles of social work were developed by which the people with problems are motivated and directed to help themselves.

The Department of Social Development Network was started in 2012 by the UN with a high priority on the social rehabilitation model. It recognized the importance of social work in resettlement. It is possible to increase economic activity in the lives of the differently-abled (PWD). Along with the development of human resources and rights-based vision, research in social work is included. The goal of rehabilitation services is to provide equal rights to the differently-abled.

The United Nations has identified the following philosophical and ethical values and beliefs related notion of social work:

- To recognize a person's importance, value, or worth and promote human dignity and self-respect, regardless of his social background, caste, religion, political ideology, and behaviour.
- Respecting the diverse viewpoints of individuals, classes, and communities and working with them to achieve public good.
- To promote self-reliance in order to boost self-esteem and the ability to fulfil responsibilities.
- To improve people's, classes', or communities' reasonable chances of leading a good life in exceptional circumstances.

Social workers attempt to alleviate and eliminate adversity and suffering. It is their obligation to assist individuals, families, groups, and society by coordinating and operating suitable services and contributing to social planning. They work with, on behalf of, and in their best interests to assist people in resolving personal and societal issues and acquiring necessary services and resources. Their job may involve interpersonal practice, group work, community work, social development, social action, policy formation, research, social work education, and supervisory and managerial work in various fields, but is not limited to these responsibilities. The breadth of professional social workers' duties expands daily (UNSDN, 2012).

The main attributes of social work

- Social work is a professional service. This uses various types of scientific knowledge, technical skills, and philosophical values
- The problems are looked at from a psycho-social and diagnostic point of view.
- Social work is the act of providing help to troubled people. These problems are psycho-social.
- Social work assistance can be provided to a single individual, group, or community.
- The ultimate objective of social work assistance is to develop the capacity for self-help in the problematic client.
- While providing social work assistance, work is done by bringing changes in both the client's personality structure and social system.

The Emergence of the Social Work Profession in India

In India, social work as a profession is no longer in its infancy and has become a highly sought-after occupation in the last few decades. In India, those with a Bachelor's (BSW) or Master's (MSW) degree in Social Work are typically regarded as social workers. In the Indian context, professional social workers can be found in administrative, management, and policy planning positions in a variety of government and non-government organizations (NGOs) and government ministries (Aayushi Bhansali, 2018).

There are several employment options in government and non-government organizations if willing to work hard in any circumstance (NGOs). In addition to social consciousness, multinational organizations offer a variety of opportunities for international social activity. In addition to industrial and commercial enterprises, social workers are also employed by industrial and commercial organizations. Any degree or diploma in social work gives several opportunities in diverse fields for millions of Indian youths.

In general, there are three sorts of work-levels for social work practitioners. The first is "traditional" social work, in which the entire society or community exists. This type of social work entails formulating and supporting national or international policies. The second level of social work is known as "medium" social work. This level's responsibilities include dealing with small organizations, agencies, and other small groupings. This activity encompasses the formulation of social work agency policies and the creation of neighborhood-specific programmes. The third level entails delivering services to individuals or families.



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Social workers help people to get past some of life's most complex problems, such as poverty, prejudice, addiction, physical illness, divorce, loss, unemployment, educational issues, disability, and mental illness. They respond to crises and assist individuals and families in coping with the demands of daily life. Focusing on social and emotional development in a social environment, social work is a profession that delivers services to people, families, and communities seeking preventive and restorative work for an improved quality of life. Social work has a national and worldwide scope (Indiana University, 2022).

Professional Social Workers with Growth Potential

- Presently, the development sector is primarily controlled and managed by welfare or non-governmental organizations (NGOs), which act as guides toward the overall development of society.
- A degree in social work (preferably a master's degree) is highly preferred in development agencies and NGOs. In other words, it can be said that there is an increasing number of professional social workers in non-governmental organization sectors and other development sectors.
- As far as the salary of experienced social workers in the development sector (in India) is concerned, it varies from organization to organization.
- The percentage of marks in MSW is not taken into account in the growth-sector recruitment process; In such an organization, the importance of relevant work-experience project management, appropriate technical skills, and extensive knowledge of management of non-governmental organization administration is paramount. Sometimes recruiting organizations also consider the reputation of the educational institution from which the candidate has obtained a degree in social work.

Human Welfare and Social Work

Human welfare is the goal of social work. This welfare work can be possible only when it incorporates social values into its methodology because values are based on social norms, goals, and ideals on which the social conditions and behavior of the individual can be evaluated. It is based on values that the social lifestyle of man is determined, and interactions are possible. According to Johnson, values can be defined as a cultural or simply individual belief or standard by which things are compared to each other, accepted or disapproved, relatively expected or neglected, more or less, wise or foolish, and considered more or less correct (NASW, 2011).

In Mookerjee's view, values are social-recognized desires and goals embodied through learning or socialization and become subjective status, aims, and aspirations. According to Caus, value can be seen as the intellectual and emotional judgment of an individual, group, or community about something, concept, principle, action, or situation.

Every profession related to human behavior must have some values, and based on these values, the company achieves its goal. Social values are of utmost importance because they maintain social balance, bring unity in behavior, determine the psychological basis of life, provide definite behavior, select a role, and make a possible evaluation of social events and problems.

- Man's importance and dignity
- Human nature has the capacity for complete human development.
- Tolerance for diversity
- Satisfaction with basic human needs
- Faith in liberty
- Independence
- Proclivity for indecision
- Creative social cooperation
- The significance of work and the creative use of free time
- To protect our existence from the dangers posed by man and nature.

Social Welfare and Social Work

The word "social welfare" implies the protection of the fundamental interests of the individual and the community. The goal of social welfare is to create a condition in society in which the basic needs of every person can be fulfilled, and they can live in a community with equality and self-respect.

Adopting a welfare mindset and establishing remedial relationships is not exclusive to social work; combining these two makes the role of the social worker unique. The social worker seeks to understand and work with the overall condition of the individual (a holistic approach). Developing effective, supportive relationships with individuals using their services has been central to



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the role of social workers to ensure better outcomes. Social workers need much time to show they can listen well by combining skills, knowledge, and morals (Spicker, 2013).

In other words, social welfare is an organized system of social services and problems aimed at helping individuals and groups to achieve a satisfactory standard of living and health. Its goal is to build personal and social relationships that help the individual develop and enhance his abilities and lead a happy life without hurting the community's interests. To differentiate between social welfare and other social works, it can be said that the construction of buildings, the establishment of creditor unions, paving streets, or forming cooperative societies for villages are examples of social welfare works that are counted as social welfare works. The goal of social welfare is to create a condition in society in which the basic needs of every person can be fulfilled, and they can live in a community with equality and self-respect. Often, capable individuals, families, or groups solve their needs or problems. Therefore, the work done with selfless service for the competence of disabled, incapable, weak people, families, and groups is the source of inspiration for social welfare work.

There are two main dimensions of social welfare:

1. Fulfilment of the needs of the family.
2. Redressal of a person's incapacity.

In the historical background of India, examples of social welfare work are found in ancient, medieval, and modern times. In the Indian Constitution, which is based on the idea of a "general welfare state," the public good has always come first.

Charitable Service: According to the traditional concept, giving charity to poor people, inspired by religious sentiments, is a form of voluntary social work. Inspired by this spirit, the emergence and development of missions and missionary work took place. Many Christian missions, Ramakrishna Mission, Birla Foundation, etc., have presented actual examples.

Social work and Shramdan: Social work is often associated with Shramdan. In Shramdaan, a person surrenders his labour with a selfless spirit to benefit other members of society. But it is not right to call Shramdan a social worker. There is a distinction between Shramdan and social work not only in terms of goal but also in terms of work method and philosophy. Adequate training is essential for a social worker. The social worker's approach to solving the individual's problem is often psychological as opposed to the one who does the labor.

Social work and philanthropy: Social work is sometimes also called philanthropy. Charity is often a selfless and labor less act, but social work cannot be said to be completely selfless. Although voluntary social organizations do various social welfare work without remuneration, this cannot be applied to a professional social worker. Experienced philanthropists have their family responsibilities. Therefore, the skilled social worker receives a salary from the institution where he is appointed.

Social work and help: Social work can also support the weak and helpless people who have been injured many times. It is necessary to help people in calamities like floods, famines, etc. The social worker helps these people during these calamities, but this work cannot be called social work. Social work has always been necessary for society, just as long as an individual's incapacity exists in some form or another and the need never ends.

Social Work as a Career

Social work is an exciting career option, and it lets professionals help people at different times. By choosing social work as a career option, you can initially work to bring about a trim level change, which will be in front of society in the form of significant and good changes when the time comes. A social worker is a person who is chosen to help individuals professionally. He can help people by adopting it as a career. They can solve their personal and social issues. In today's time, social work has emerged as a full-fledged career. Today, social work has not only meant helping the poor and needy but has become a great professional career option.

Thousands of NGOs doing social work worldwide have come into existence in this sequence. Moreover, according to the specialization of such activities, all the courses other than bachelor's and master's degree levels are now being conducted by universities and other institutions. This profession should be considered as social justice to bring the marginalized section of the society into the mainstream, to make efforts to uplift the standard of living of the downtrodden and deprived and to pave the way for people of every section of society to develop according to their capabilities and commitment. Apart from social security, giving them emotional support is also included in this sequence.

Conclusion: As the problems of disability, drugs, depression and the elderly are increasing today, there is a great need for youth in social service. Professionals working in the social sector must know, understand, and solve people's economic, social, and mental problems. This is accomplished through counselling, conferences, seminars, and awareness programs. Apart from this, social workers



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also provide resources to the needy. There are possibilities in both government and non-government sectors. One can also work in this field as an NGO Manager, Community Service Provider, NGO Project Coordinator, NGO Human Resources, or Finance Manager.

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