

**Summer School 2014**

Professional Ethics in Social Work

BA Social Work  
MA Social Work with a special  
emphasis on Social InnovationUniversity of Applied Sciences and Arts  
Northwestern Switzerland FHNW  
School of Social Work  
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blogs.fhnw.ch/sozialarbeit**Summer School 2014**  
Professional Ethics in Social Work

## Partners



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# Introduction

## Professional Ethics in Social Work

Social workers are forced to make decisions that involve ethical decisions and to reflect on ethical standards and principles. Difficult choices and dilemmas have to be managed by social work professionals to anticipate possible important consequences for the lives of their clients. Different ethical aspects – e.g. supervision and dominance – have to be reflected by social workers in their daily professional work with people who need support.

The Summer School 2014 will discuss «professional ethical principles» and the foundations of professional social work from a comparative international perspective. Most professional ethics are based on a code of ethics. Besides such a code, social work as a profession needs recognised professional approaches and standards more than ever. These have to be discussed by professionals, who need to define the boundaries of social work as a profession.

Adopting a comparative international perspective, our 2014 Summer School will bring together the viewpoints outlined above to generate a «humane conception of social work», that is, of social work as a pro-fession that contributes to securing the foundations of the humanity of both modern societies and those belonging to second modernity.

The Summer School 2014 will discuss basic concepts from ethical reference theories and from different fields of actions in international contexts. It will also consider how an implementation of ethical discourse in professional practice is conceivable. Key questions include

- What main concepts of professional ethics are discussed in the context of social work, and what are their philosophical backgrounds?
- How are different «codes of ethics» described in various na-

tional and international contexts? Are there any dominant discussions and argumentations used to justify and interpret ethical codes?

- What is the practical relevance of fundamental ethical concepts for different fields of social work and for the implementation of such foundations in social practice?
- Is it possible to reach a consensual understanding of basic global social work ethics, and what might be the possible consequences for (self-) reflection in social work?

The participants of the Summer School 2014 – local students, faculty and students from international partner universities of the FHNW School of Social Work – are invited to contribute to a multi-perspective discourse about professional ethics in Social Work.

# Programme

	Monday, 2 June 2014	Tuesday, 3 June 2014
08.30 – 10.30	<p>08.30 – 09.00 <b>Registration</b></p> <hr/> <p>09.00 <b>Welcome</b> <b>Daniel Gredig</b></p> <hr/> <p><b>Introduction</b> <b>Andreas Schauder,</b> <b>Sigrid Schilling</b> Room 120, Kollegienhaus</p> <hr/> <p>09.15 – 10.30 <b>Lecture 1</b> <b>Silvia Staub-Bernasconi</b> Room 120, Kollegienhaus</p>	<p>09.15 – 10.30 <b>Lecture 3</b> <b>Rudolf Stichweh</b> Room 120, Kollegienhaus</p>
10.30 – 11.00	<b>Break</b>	
11.00 – 12.30	<p><b>Lecture 2</b> <b>Andreas Lob-Hüdepohl</b> Room 120, Kollegienhaus</p>	<p><b>Lecture 4</b> <b>Hans Ostrik/Christien Moene</b> Room 120, Kollegienhaus</p>
12.30 – 14.00	<b>Lunch</b>	
14.00 – 17.00	<p><b>Workshops 3, 5, 7</b> (incl. ½ h break) S01, Institute of Sociology, Institute of Musicology</p>	<p><b>Workshops 6, 8</b> (incl. ½ h break) S01, Institute of Sociology, Institute of Musicology</p>

Wednesday, 4 June 2014	Thursday, 5. June 2014	Friday, 6 June 2014
<p>09.15 – 10.30 <b>Lecture 5</b> <b>Stephen Webb</b> Room 120, Kollegienhaus</p>	<p>09.15 – 10.30 <b>Lecture 6</b> <b>Roland Becker-Lenz</b> Room 120, Kollegienhaus</p>	<p>09.15 – 12.00 <b>Working groups / AG's</b> 09.15 – 10.30 <b>Plenary session (10:45 – 12:00)</b> <b>Final discussion</b> <b>Speakers panel</b></p>
<b>Break</b>		
<p><b>Workshops 4, 9</b> S01, Institute of Sociology, Institute of Musicology</p>	<p><b>Lecture 7</b> <b>Bernhard Hauptert</b> Room 120, Kollegienhaus</p>	
<b>Lunch</b>		<p>around 12.00 <b>Drinks &amp; refreshments</b></p>
<p><b>Field visits /</b> <b>Social Basel (Guided Tour)</b> <b>Student working groups</b> <b>Meeting of lectures</b></p>	<p><b>Workshops 1, 2, 3</b> (incl. ½ h break) S01, Institute of Sociology, Institute of Musicology</p>	

# Lectures

## Lecture 1

### **How much Ethics for Social Work?**

#### **Prof. Dr. Silvia Staub-Bernasconi**

Compared with international standards of professionalization, social work in the German part of Europe still lags behind these standards. After a short analysis of the causes of this situation, professional criteria will be defined. A «professional ethics» is just one of the criteria. Yet it gains importance as in many contexts of social work, the professional mandate, ethics and knowledge are systematically destroyed by neoliberal instruments of so-called «quality management» and «evidence-based practice». Astonishingly enough, these instruments have also become part of long-established confessional agencies. I shall show this by looking at different accounts of social workers and by asking which conditions are required to be able to speak about and stand up for professionalization.

## Lecture 2

### **People first: The «Mandate» of the Social Professions from the Perspective of Moral Philosophy**

#### **Prof. Dr. Andreas Lob-Hüdepohl**

Like all professional action (medicine, care, etc.) that affects human beings, the social professions must consider their authority, that is, their moral legitimation. Usually, this is considered in terms of the «double mandate». Its traditional notion, according to which the state mandated the social professions to provide welfare and oversight, has changed considerably and has meanwhile even expanded into a triple mandate: the social professions now regard their interventions as authorised by the client, by the state, and by their professional self-concept. From the perspective of moral philosophy, and in terms of the ethics of human rights, this conception is unsatisfactory and ought to be rejected. Only the client's mandate has categorical value. By contrast, state and professional mandates are merely

derived and hypothetical. Only in extreme cases do these mandates justify soft paternalist interventions. Precise criteria for such interventions need to be established.

## Lecture 3

### **A Sociological Conception of Professional Ethics**

#### **Prof. Dr. Rudolf Stichweh**

This lecture will look at the social structure of the professions in modern society from a sociological perspective. It will first analyze the differentiation of society since the 18th century and its interrelations with the differentiation of professions. The special status of social work in the differentiation of society – its involvement with a plurality of function systems – will be one focus of this presentation. From this historical and sociological analysis of the professions, we will then derive an understanding of professional ethics: as a corpus of non-technical norms and as values of professional work that emerge parallel to the differentiation of professions. These non-technical norms and values formulate the structural couplings of professions with other spheres of society and the continuing interrelatedness of the professions among one another via these integrative structures.

## Lecture 4

### **The Social Worker as a Balancing Artist in a Normative Professional Practice**

#### **Christien Moene, Master of Social Work and Prof. Dr. Hans Oostrik**

This lecture discusses thoughtlessness in social work. This entails the role of social workers towards clients and other stakeholders as a matter of distance and proximity; the influence of this position on the way professionals deal with information (rationally – emotionally); the function of someone's attitude for solving moral issues; and the ethical directions (distantly/objectively versus closely/subjectively) which determine the choice for a certain solution and just practice. The coherence between these four subjects will be shown, resulting in a model and a subsequent method for reflection and moral deliberation. In her lecture Christien Moene presents a normative model for considerations that enables this balancing technique. She has developed this model together with Hans Oostrik.

## Lecture 5

### **The Value of Difference and the Ethics of Diversity in Social Work**

#### **Prof. Stephen A. Webb**

This lecture will demonstrate how the politics of the «right to difference» and the celebration of diversity in social work is a malign tendency that is symptomatic of the malaise of postmodernism and other fashionable trends in human rights discourse. It is suggested that a normative concept of human rights as worked through post-modern preoccupations with difference and diversity is a morally bankrupt perspective. The fixation of the «right to difference» in social work runs parallel with neoliberalism with its celebration of diversity. The lecture offers a set of conceptual insights for rethinking social work ethics through the writings of Alain Badiou. His subtractive ontology of truth is presented as an essentialist alternative to the relativist discourses of difference. If social work is to recover a progressive stance, we must reinstall the concepts of sameness and equality. Therefore, social work should be «indifferent to differences» by transcending the politics of difference.

## Lecture 6

### **Codes of Ethics in the Social Work of Switzerland – Transformations since 1974**

#### **Prof. Dr. phil. habil. Roland Becker-Lenz**

The paper presents selected findings from a research project about the development of professional ethics in Social Work in Switzerland. The study focuses on transformations in the codes of ethics existing since 1974. The content of the ethical guidelines, their binding nature, their function, and their target groups have changed a lot since 1974. These transformations were influenced by societal changes, occupational challenges, law reforms, the scientific discourse, and developments on the level of professional associations. The codes also represent different conceptions of professionalism, but the consistency of the representations diminishes in the course of time, and the contradictions within the codes increase. The findings are used to answer an important question about the theory of professions, namely, the function of professional ethics.

## Lecture 7

### **Reflections on Social Work as a Profession from a Reconstructive Perspective**

#### **Prof. Dr. phil. habil. Bernhard Hauptert**

The paper presents a specific view concerning social work as a liberal profession. First the paper will outline the boundaries of social work as a profession and will furthermore argue that since Louis Wirth's statement in 1931, social work has been established explicitly as a profession within the social sciences. Therefore, we need a theory of social work as a profession and a theory of social work that place this profession firmly within the social sciences. The paper will argue that social work as a profession seeks to answer both societal (the «Social») as well as educational (the «Education») questions which evolve empirically in a concrete «Case-Situation».

## Workshops

### Workshop 1

#### **Clients and missions of Social Work in Codes of Ethics in Switzerland since 1974**

**Prof. Dr. phil. habil. Roland Becker-Lenz**

In this workshop, we will study and discuss transformations in the codes of ethics in selected areas in detail.

### Workshop 2

#### **Recognition and Capabilities: New Ethics in Workplace Integration?**

**Prof. Dr. Thomas Geisen, Prof. Dr. Nick Buys, Dr. Tang Dan, Prof. Dr. Henry Harder, Benedikt Hassler, M.A., Prof. Dr. Guy Ochsenbein, Dr. Christine Randall, Dr. Liz Scott, Prof. Dr. Ignatius Yu Tak-Sun, Prof. Dr. Shannon Wagner**

Workplace integration has gained increasing recognition within the domain of human services. In many fields, new approaches and methodologies have been developed to improve workplace integration. New approaches, including Disability Management and Supported Employment, have become integral aspects of many workplace environments. However, these new approaches are not immune to debate. As part of the discussion regarding complex workplace integration, new ethical challenges have been raised, and an ethical issue of particular concern is related to client participation in workplace integration activities. Our presentation will continue this debate by providing a review of new approaches and methodologies as well as by raising ethical dilemmas that might arise as a function of workplace integration activities and interventions, while placing these dilemmas with the context of the relevance for human services.

### Workshop 3

#### **Professional Ethical Approaches**

**Prof. Dr. phil. habil. Bernhard Hauptert**

In this workshop, we will study and discuss the relationship between approaches to professional ethics and empirical findings that establish a contradictory viewpoint of the professional case arrangement.

### Workshop 4

#### **The Challenging Practice of Participative Research**

**Annelie Jordaen, Student Master of Social Work and Mike de Kreek, Master of Social Work**

Ethical considerations are usually behind the choice for participative research and the attempts to perform engaged scholarship. One such consideration is the sensitivity to the human values present in the situation being investigated. Participative research strategies facilitate this sensitivity, adding yet another ethical dimension: they produce knowledge that is more likely to make a difference in practice. However, there are many challenges in making the necessary steps to fully adopt these strategies. In this workshop, intended for Bachelor and Master students, the aim is to explore these challenges in relation to their ethical consequences. Two research cases will offer the material about which the audience and the presenters will interact in a co-creative and reflective process.

### Workshop 5

#### **The Rollheimer: Community Work Between Different Mandates**

**Prof. Dr. Andreas Lob-Hüdepohl**

This workshop discusses and deepens the issues raised in my lecture by considering a concrete case that illustrates the dilemma of professional ethics: The Rollheimer: Community Work Between Different Mandates.

### Workshop 6

#### **The Social Worker as a Balancing Artist in a Normative Professional Practice**

**Christien Moene, Master of Social Work and Prof. Dr. Hans Oostrik**

Philosophers such as Nussbaum (2005) en Ten Bos (2005) attach the same value to ratio and emotion as sources of moral judgment. Therefore, the answer to the question «Do we do the right thing?» should

be based on both our client engagement and an overall perspective and thoughtfulness about what we have to do. In this workshop, we intend to present professional attitude as the middle between feeling and understanding. Professional attitude is not only a matter of choice between alternatives; it also is an inner obligation to choose. It is about a sense of responsibility, which leads to thoughtfulness and to accountability, and which implies thinking about what is the right (just) thing to do in a given moment (Van Tongeren 2003). The model, presented in the lecture, can be used by social workers to reflect on their moral attitude towards clients and other stakeholders involved in a social issue.

#### Workshop 7

##### **What are the Conditions for Standing up for the Professional Mandate of Social Work**

###### **Prof. Dr. Silvia Staub-Bernasconi**

Social work looks back to about three decades of «neoliberalism-bashing» in the disciplinary literature as well as in the profession. As important as this criticism was and still is, it reinforces mainly help- and powerlessness as well as the humble or angry compliance with ongoing deprofessionalisation processes. To stand up against these processes, social workers need a clear notion of what is professional social work. Thus, the workshop will discuss examples of professional social work practice that are still possible under current conditions. They will also show that in our multicultural societies social work has to surpass its national borders and become transnational.

#### Workshop 8

##### **On Understanding Professional Ethics**

###### **Prof. Dr. Rudolf Stichweh**

This workshop will continue and refine the analysis presented in the lecture on «A Sociological Conception of Professional Ethics». Students are asked to read two representative texts in preparation for this workshop:

- Andrew Abbott, Professional Ethics, *American Journal of Sociology* 88, 1983, 855-885
- Martha Minow, On Being a Religious Professional: The Religious Turn in Professional Ethics, *University of Pennsylvania Law Review* 150, 2001, 661-688

#### Workshop 9

##### **«Wasted Lives» as a Value Issue for Social Work: Reality, Performance and Incoherence**

###### **Prof. Stephen A. Webb**

Contrary to some traditional research strategies, it is also possible to start from a very different direction, from an object issue at the ground level, working through ethnographic material to present particular events in a live and moving story, in this case of alcoholics in the poverty-stricken Camptown «sink estate». In this paper, the ethically oriented strategy is achieved through the lens of an inner-city drop-in centre and local authority social services department. In doing this, we shall briefly visit the everyday lives of John, Alice, and Moon Dog. Such an approach means recovering a «thick ethnographic description» (Gertz, 2000) that is rich, layered and textured, such that readers can draw their own conclusions, understand the various performances involved, and uncover several meanings of a social work reality. It relies on the use of an allegorical reading of the performances, incoherence, multiplicities, and undecidability of social work practice, crafted to demonstrate how the dominant top-down research and policy drivers are incommensurate with the stark realities of ethical practice in a sink-bin council estate in the austerity-hit south of England (Webb, 2006). This case study is indebted to the work of John Law and Vicky Singleton (2003) and their study on alcoholic liver disease, the ethnographic detail of which has permitted me to frame questions about the state of contemporary social work in Britain.



## Speakers

### **Becker-Lenz Roland, Prof. Dr. phil. habil**

Professor at the University of Applied Sciences and Arts North Western Switzerland FHNW, School of Social Work.

Sociologist and Social Worker.

### **Buys Nicholas, Prof. Dr.**

Professor and Dean of Learning and Teaching in the Health Faculty at Griffith University, Australia.

He was the founding editor of both the Australian Journal of Rehabilitation Counselling and the International Journal of Disability Management Research. He has over 70 peer-reviewed publications in the areas of learning and teaching, vocational rehabilitation, disability management, and support for people facing disadvantage.

### **Dan Tang, Dr.**

Medical doctor and currently director of Guangdong Provincial Work Injury Rehabilitation Center, People's Republic of China.

He is also the chief consultant of China Work Injury Rehabilitation Consultative Committee, Vice Chairman of China Rehabilitation Therapy Association, member of the Editorial Board of the Chinese Journal of Rehabilitation Medicine, and member of the Editorial Board of «Work: A Journal of Prevention, Assessment & Rehabilitation» (USA Journal).

### **De Kreek Mike, Master of Social Work**

Lecturer at the Hogeschool van Amsterdam.

Specified fields of interests and research: Teaching qualitative research, conducting narrative research, and interconnecting researchers. My PhD-research focuses on the upcoming field of local memory websites. I am interested in the processes that take place within these communities, especially online. The topic of my research is how such a community, including its story website, relates to empowerment, both for individuals and collectives.

### **Geisen Thomas, Prof. Dr.**

Professor of Workplace Integration and Disability Management at the University of Applied Sciences and Arts North Western Switzerland FHNW, School of Social Work.

His main fields of interest and research are workplace integration, disability management and migration, in which he has published widely.

### **Harder Henry G., Prof. Dr.**

Professor and Chair of the School of Health Sciences at the University of Northern British Columbia, Canada.

He is a registered psychologist. His research interests are in workplace mental health, suicide, and aboriginal health.

### **Hassler Benedikt, M.A.**

Research assistant and PhD student at the University of Applied Sciences and Arts North Western Switzerland FHNW, School of Social Work.

He received his Masters in Sociology in 2012 from the University of Bern. His main research interests are labour market sociology and migration.

### **Hauptert Bernhard, Prof. Dr. phil. habil.**

Sociologist and historian, Professor of Sociology at the Catholic University of Applied Sciences (School of Social Work), Mainz, Germany.

### **Jordaan Annelie**

Master of Social Work student at the Hogeschool van Amsterdam.

Specified fields of interests and research: Since 2014, I have been working as a central intake staff-member in which I screen people who want to live in the shelter. In 2012, I started the Master's program and focused my research on the participation of homeless people with justice indication.

### **Lob-Hüdepohl Andreas, Prof. Dr. theol.**

Professor of Theological Ethics at the Catholic University of Applied Sciences in Berlin. He specialises in social work ethics as a human rights profession, the ethics of special needs education, the ethics of the welfare state, and theological ethics.

### **Moene Christien, Master of Social Work**

HAN University of applied sciences/Hogeschool van Arnhem en Nijmegen.

Specified fields of interests and research: Lecturer in ethics and collaborative leadership at the Master's Programme in Social Work (MSW) at HAN University, developing the collaborative leadership programme for the MSW.

**Ochsenbein Guy, Prof. Dr.**

Professor and member of the management board at the University of Applied Sciences and Arts Northwestern Switzerland FHNW, School of Business.

He lectures and gives seminars on leadership and directs consulting projects in national and international companies (in Europe and Asia).

**Oostrik Hans, Prof. Dr.**

Lecturer and researcher at the HAN University of Applied Sciences/Hogeschool van Arnhem en Nijmegen.

**Randall Christine, Dr.**

Lectures in rehabilitation counselling at Griffith University, Australia.

Her research has focused on occupational rehabilitation systems, mental health in the workplace, and rehabilitation counselling competencies.

**Scott Liz, Dr.**

Accomplished senior health, safety and disability management executive recognized for cost-reduction results, «best practice» program designs, and providing marketing techniques to a complex variety of internal and external clients in Canada.

She has established a reputation in introducing change by demonstrating to employees and management the benefits of improved performance. Her publications include Comprehensive Disability Management (2005, with Henry Harder).

**Staub-Bernasconi Silvia, Prof. Dr. habil.**

Diploma in Social Work, Studies in Sociology, Social Ethics & Pedagogy; UN-Fellowship for Studies in the US.

Practice: street work, social welfare, psychiatric social work, community work & work with immigrants and political refugees etc.; professor of social work at the Zurich School, the University of Freiburg/CH and Technical University Berlin; Director Master of «Social Work as Human Rights Profession» in Berlin (2002-2012).

Interests: Theories of social work as discipline/profession; human rights; transnationalisation of social work.

**Stichweh Rudolf, Prof. Dr.**

Dahrendorf Professorship for the «Theory of Modern Society» at the University of Bonn.

Theory of world society; history and sociology of science and higher education; sociocultural evolution and the ecology of human social systems; sociology of the stranger; inclusion and exclusion.

**Wagner Shannon, Prof. Dr.**

Professor in the School of Health Sciences at the University of Northern British Columbia.

Her research focus is on occupational mental health, especially as it relates to disability management, occupational stress, trauma and family-work interface.

**Webb Stephen, Prof.**

Professor of Social Work at the Glasgow Caledonian University in Scotland.

Specified fields of interests and research: Supervising postgraduate topics in areas of social work and social theory; evidence-based practice; risk, neoliberalism and social work; ethics and values in social work; the politics of social work; decision making and professional identity; social work as art; community social work and community engagement; international social work and global agendas.

**Yu Tak Sun Ignatius, Prof. Dr.**

Medical doctor and currently Clinical Professor and Head of the Division of Occupational and Environmental Health and Associate Director (Research) of the School of Public Health and Primary Care of the Chinese University of Hong Kong.

## Student Assessment

Students are assessed for their critical reflection skills and their ability to assimilate and reflect on specific aspects of the knowledge conveyed during the Summer School.

Assessment is based on a group poster that elaborates on the selected contents of one of the workshops and the various lectures. Posters are presented on the final day of the workshop.

Workshop leaders will provide students with ideas and suggestions for devising their posters.

### Assessment Criteria for Posters

- **Formal**  
Structure, clarity, use of visual elements in relation to text, aesthetic appeal.
- **Content**  
Quantity and quality of the above aspects. Quality refers to the logical, concise, and consolidated design of information, that is, argumentation.
- **Reflection**  
Succinct presentation of the topics and issues discussed in the workshops and lectures

### Grades

Pass/fail

## Maps and Directions

### University of Basel «Kollegienhaus»



**1** Kollegienhaus, University of Basel  
Petersplatz 1

**A** Take Bus BVB 30 from Basel SBB Station  
**B** Alight at Basel Spalentor, proceed on foot  
to Petersplatz 1

The 2014 Summer School of the FHNW School of Social Work will be held in the Kollegienhaus (College Building) of the University of Basel, Petersplatz 1.

University of Applied Sciences and Arts  
Northwestern Switzerland FHNW  
School of Social Work  
Centre for Social Work Studies  
Scientific Support Centre: International Office

**Summer School 2014**  
**Professional Ethics in Social Work**

June 2nd – 6th, 2014

University of Basel «Kollegienhaus», Petersplatz 1

- BA Social Work
- MA Social Work with a special emphasis on Social Innovation
- Students of the Catholic University of Applied Sciences in Mainz (D)
- Students of the Hogeschool van Arnhem en Nijmegen (NL)
- Students of the Hogeschool van Amsterdam (NL)

In association with the following universities and institutes:

- Catholic University of Applied Sciences Berlin (D)
- Catholic University of Applied Sciences Mainz (D)
- Glasgow Caledonian University (UK)
- Guangdong Provincial Work Injury Rehabilitation Centre,  
Guangdong (CN)
- Health Faculty at Griffith University, Griffith (AU)
- School of Health and Sciences at the University of Northern  
British Columbia, Prince George (CA)

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