



**EVALUATION OF THE NEW GLOBAL DEFINITION OF THE SOCIAL WORK PROFESSION:
A STRENGTH BASE PERSPECTIVE FOR A GENERALIST PRACTICE IN NIGERIA**

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ABSTRACT

How can the social work institutionalization and professionalization dialogue be negotiated? Especially in between opposing traditional, cultural and local practices against modern and global ideological dispositions in other to strengthen between the professional and academic world in Nigeria, and begin to contribute to the production and practice knowledge development as the most successful experiences that can inform new curricula for the future capable of sustainable development in Nigeria's democratic process? This paper engages in examining the strategies from a strength base perspective that can bring the two worlds of democracy and this noble helping profession as it were with theory and practice closer in a systematic reflection on social work action as a type of life giving and helping profession to new interpretations born in this academic work for a generalist approach. The paper put itself forward on the fundamental academic premise that, when critical social work is activated by systemic imaginations, it would be a function of a structural deconstruction of social work that resonates with informed position of structural processes of social change and social problems. It discussed that this reality is made manifest in the new global definition of the profession. The paper drew an implicit conclusion in this new development that are actionable with its implication for social work in practice in Nigeria if social work in Nigeria as an academic discipline posited by the new shade of opinion in the definition has changed. How is social work affected away from a problem solving towards social cohesion and how does social work's mandate and contribution to society change if respect for diversity and indigenous knowledge are now given central emphasis to paid occupation. While social work build the linkages between global trends and realities and local community responses social work practitioners increasingly recognize the regional and global connections in their work but still raise questions as to what

international social work has to do with social work in their locales. It presents the generalist approach as the probable and possible way out for this conundrum. People suffer from social deprivation that is supposed to be egalitarian, wrapped in Nigeria's democratic process and principle is that, all people are equal and deserve equal rights and opportunities. This is that which the new global definition anchored as its strength base strand. While social work is changing globally, it seems installed in Nigeria in a time and lag cultural or practice that makes it culturally incompetent when compare to global best practice. The paper recommended a generalist approach in helping all need/client groups and Social workers in Nigeria unable to work generically because of the poor nature and scope of social work covering the international association of practice as some possible way out for Nigerian social workers

Keywords: *New Global Definition of the Social Work, Profession, Generalist Practice and Strength Base Perspective*

INTRODUCTION

This paper put itself forward that, when critical social work Adams Etel (2002), is activated by a socialized imagination, it assumes a structural character and deconstruct function of a social work that resonates with informed position of the social work processes shrouded in social change and social problems Cait, Cheryl-Anne (2008) Borden (2000), Agger (1991) Altman (2004) Arnold (2005). With the Global Definition of Social Work ratified at the Joint World Conference on Social Work, Education and Social Development in Melbourne July 2014, it is hoped that the profession's long quest for a universal social work Gray & Fook (2004) would put to rest narrow levels of practice into to ushering new and exciting phase of truly international co-operation and collaboration...Amnesty International (1995), Field, Shannon (2004), Nhema, Alfred (2004), The World Bank (2005).

From a strength-base approaches the new global definition came with strong expectation to strengthen social workers' confidence in their unique professional hug, voice and further deepen the profession's contribution to international policy and responses to the adverse effects of globalization and other global structural forces – seems to value the capacity, skills, knowledge, connections and potential in individuals and communities. To put the newly developed philosophy into a plan of action that truly captures the collective responsibility and respect for diversities which is central to social work as a practice-based profession and an academic discipline that promotes social change and development, an intake of

what the old and new has to be assessed in relation to the heels of a constantly changing racial, ethnic, academic, and culturally globalized environment where Evidence-Based Practice (EBP) as against value base practice which at the turn of the century are now beginning to mutate to a values base having a Socio-cultural character Gray, Etel (2006) Gambrill (2006a) Gambrill (2006), Gambrill (2007), Bloch, Etel (2006) Avis and Freshwater (2006), Gongla & Rizzuto (2001), Wenger (1998), Dominelli, L. (2004), Fook & Pease (1999), Fook, J. (2003) intends to thrive well in the midst of multiculturalism, the rise of populism and other complex context of social diversity. This development has a wide reaching outcome for social work profession, it also brings along with it far reaching opportunities and new challenges for a Generalist Practice Ashman & Hull (1999) in deepening Nigeria's democracy. "Social work technology" is thus becoming obligatory, as it is becoming situated, localized but remain eclectic

According to Jones & Truell (2012), the global agenda for social work and social development puts a heavy premium in linking localized theory and practice together to be effective in a globalized world. Graham (2009) and Dominelli (1996) amplified this position that the idea of social work as a profession is one that requires analysis and consideration; partly because of the particular position of social work in relation to the state, and partly because it is part of an increasingly globalized profession. It may be said to be becoming more or less professionalized, depending upon the criteria used to define it. This puts the profession-in-situation as the profession puts the individual-in-situation with tasking question about the institutionalization and professionalization dialogue between opposing traditional, cultural and local practices against modern and global ideological dispositions in other to strengthen the professional and academic world in Nigeria. A social work that does not contribute to its own academic knowledge production and practice development has lost its luster.

The Implication of the new global definition of the social work profession has new opportunities that could usher in international social work practice and generalist practice in deepening Nigeria's democracy. One new development, is the implication of paid occupation or service for fee practice. This is especially so involving training and a formal qualification of a body of people engaged in work practice with the aim of alleviating the conditions of people suffering from social deprivation. Nigeria's democratic tenets promises an egalitarian society just as the principle of the social work profession is anchored on social justice, equal rights and opportunities for all. This is the hallmark of the new global definition from a strength base approach. Heretofore, technology vis-à-vis Social Work is defined as the application of objective science to social work practice.

The definition of social work thus needs to change because as Kaufman and Raymond (1996) concluded, that public perception of Social Work as a genuine profession is significant because community sanction is essential to its survival especially to provide a clientele base for practice. Andrews (1987) contends that a favorable public perception is a needed element in sustaining a profession, and the sustaining process should involve continuous marketing of the profession and its services to the general public as well as professional peers. At the level of social work education, the definition also has to change because of the application of objective science to subject values associated with issues of social justice and human rights. These are fundamental premises that inspire this position in this paper.

Additionally, according to Roff and Klemmack (1983), perceptions of Social Workers can be an indirect measure of the potential support for a variety of social services. Public perceptions as well as in-house perception by the professionals also significantly impact upon individual willingness to seek assistance from Social Workers and similar helping professionals to be passionate about the profession (Andersen & Newman, 1973; Von Sydow & Reimer, 1998).

Finally, and perhaps most importantly, the perceptions of Social Work as a profession grounded in its own skill, knowledge, expertise, referred by me as "*social work-technology*" contribute to its ability to attract qualified practitioners and other prospective personnel to sustain its future (Kaufman & Raymond, 1996). And added by me ...*without distorting the essence of its principles, ethics and standard*. Thus issues of sustainability and competing claims of globalization as against localization – would automatically solve the questions of globalizing and localizing tendencies co-occurring.

More so, issues of sustainability and the competing claims of Westernization and indigenization – would automatically solve the questions of the imbalance between Western and alternative conceptions of practice. More so, issues of sustainability and the competing claims of multiculturalism and universalization – would automatically solve the questions of the implication and response to inbuilt cultural biases. Again, issues of sustainability and the competing claims of universal-local standards – would automatically solve the questions of the incorporation of both universal and localized conceptualizations of social work within our thinking. These are strong positions also shared by Gray, M. (2005).

The outcome will influence the ability of Social Work to remain a viable component of the social services vocation. On the other hand, it can spark a multiple intellectual discussion for a generalist practice to stimulate several perspectives to the changing nature and scope of the profession in a completely

new light. In the mist of this, the idea of social work as a profession is one that requires analysis and consideration; partly because of the particular position of social work in relation to the state, and partly because it is part of an increasingly globalized profession. It may be said to be becoming more or less professionalized, depending upon the criteria used to define it. This paper explores some of the tensions and complexities inherent in thinking about social work as a profession visa-a-vis the realities of the profession in Nigeria.

Perceptions of Social Work practice are hitherto hampered by tradition, philosophy, and theoretical notions of how a profession is defined, localizing tendencies as seen in the foregoing. From the perspective of Social Work practitioners, the problem extends from the myopia of less informed critics to the problem of western social work hegemony Ahia (1997: 73-80), on the profession as against a culturally sensitive social work practice Al-Krenawi (1999b) which the new global definition intends addressed.

It is my outmost desire that the ever-expanding knowledge and skill base of Social Work contributes to the perception of it being grounded in its own “technology” in Nigeria’s democratic practice and behavior hence the need to redefine it with its dared consequences. At least, the outcome would have enable public perceptions of Social Work practitioners at both the macro, mezzo and micro levels helpful to Nigeria’s democratic process already.

CONCEPTUAL DECIPHERINGS

For us to succeed in establishing what this position paper is all about, especially when it is difficult or almost impossible to read or work out meaning of them in this form of writing, they can however be understood and read normally thus:-

Generalist Practice:

Generalist social work practice has been adopted by the Council on Social Work Education as the foundation of social work practice by BSW and MSW graduates (EPAS, 2008): Generalist practice is generally considered thus;

- i. To be Integrative, through which social work research base learn to see beyond boundaries of separate cases, client populations and troubles, fields of practice, and levels of intervention. Sowers & Rowe (2007) Cohen, Etel (2010), Cohen, Etel (2012)
- ii. To cross system levels and practice methods, based on assessment to improve the person in environment interface, in which “person is a metaphor for the various size client systems.” Gilgun, (2005)

- iii. To be a common base of knowledge, practice principles, and general stages of practice used by practitioners in working with diverse populations, fields, and settings across systems and intervention levels.
- iv. To require complementary expertise, including specific knowledge and skills related to particular contexts of social work practice.
- v. To be non-prescriptive, non-deterministic, including clear demand for adaptation and flexibility in its use, using critical approaches to understanding needs, contexts, and objective Gilgun, (2005:23–65)

Profession: A profession is skilled, defined by the shared training undertaken by its members; distinct from other occupational groups, and with roles and tasks that are reserved (by convention or by statute) only for the members of that profession. It is a regulated group of individuals, with minimum standards set for entry to the profession and recognized membership qualifications. It has a recognized professional identity, which gives it social standing and authority to express views and promote policies.

Strength Base Perspective: Strengths-based practice is a collaborative process between the person supported by services and those supporting them, allowing them to work together to determine an outcome that draws on the person's strengths and assets. As such, it concerns itself principally with the quality of the relationship that develops between those providing and being supported, as well as the elements that the person seeking support brings to the process (Duncan and Hubble, 2000). Working in a collaborative way promotes the opportunity for individuals to be co-producers of services and support rather than solely consumers of those services (Morgan and Ziglio, 2007).

Social Work: Wording the Profession or kick-up a rumpus between Practitioners with Contentious views and Diverse Interested Party

The reality put forward by Cait, Cheryl-Anne (2008) Borden (2000), Agger (1991) Altman (2004) Arnold (2005) in the forgoing, is made manifest in the new global definition of the profession. In this sense, social work becomes a gala. Or put differently, a festive entertainment or performance, and a queried profession. It does though emphasize the importance that what social work is, is subject to a process of what Askeland and Payne (Askeland and Payne, 2001) call 'validation'. That is, a process of legitimation validates what is seen to be the nature of social work from a variety of conflicting definitions and assumptions.

Social work has always been subject to competing claims of definition and practice, as social workers, politicians, service users and policy makers have struggled to lay claims on what social work is, and what it might be. And to

understand social work, therefore, we must understand how knowledge is validated within the profession (Askeland and Payne, 2001, p.14). What this inevitably implies is that there is no universal body of knowledge for social workers. What is seen to be valid knowledge or indeed the function of social work is defined by many others out with the profession including academics, educators, professionals, administrators, politicians, users, careers and the media. There can be no doubt that within these different constituencies, there are very different views and assumptions about social work and its function, fueled by vested interests and media representation, especially of problematic cases and scenarios. This of course makes it very difficult to identify what are the appropriate skills and expertise needed for social work. It also accounts for the fact that social work as a movement has since its earliest days been associated with continual change and critical reflection on what it is; how best and where best it can be exercised. It also makes it very difficult to establish a clear professional identity for social work when the concept itself is subject to the views and assumptions of competing constituencies.

Similarly, accepted or validated notions of social work which are embedded in the organizational structures of public social services may be entirely unacceptable to those with a more radical bent (Searing, 2004). For some, the resolution of this near chaos in competing statements about the nature and function of social work resides in the importance of social workers themselves determining what their specific professional identity is in order to ward off conflicting, indeed detrimental, notions about social work and its role.

New Global Definition of the Social Work Profession and Old Definition of Social Work:

By Agreement all the international bodies in the social work profession meet in Melbourne 10 July 2014 to change the definition of the social work from

“The social work profession promotes social change, problem solving in human relationships and the empowerment and liberation of people to enhance well-being. Utilizing theories of human behavior and social systems, social work intervenes at the points where people interact with their environments. Principles of human rights and social justice are fundamental to social work”. IFSW & IASSW (2001)

The above is now changed to:-

“Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and Indigenous knowledge’s, social work engages people and structures to address life challenges and enhance wellbeing. The above definition may be amplified at national and/or regional levels”.<http://www.iassw-aiets.org>

HISTORICAL THEORETICAL FRAMEWORK ANALYSIS IN UNDERSTANDING THE SOCIAL WORK PROFESSION

The history of analysis of the professions shows two main theoretical frameworks. *The first*, the ‘trait’ approach, emphasizes the function of professions in modern society and identifies critical attributes or traits. Greenwood (1957), the most prominent proponent of this approach, names five critical attributes: (1) a systematic body of knowledge, (2) professional authority recognized by its clientele, (3) community sanction, (4) a regulatory code of ethics, and (5) a professional culture sustained by formal professional associations. Other ‘traits’ have been added, including a distinguishing set of specialist skills; a long period of training and socialization ; control over entrance into the training process; commitment to service; autonomy of action; prestige and remuneration, and fiduciary relations with clients (Hugman, 1996; Abbott, 1995; Macdonald, 1995; Wenocur and Reisch, 1983).

The second historical theoretical framework analysis of the social work profession is the ‘power’ approach. The ‘power’ approach emerged in the 1970’s (Cullen, 1978; Johnson, 1972; Friedson, 1970a, 1970b, 1972), focusing on how occupations establish and maintain dominance in areas of practice, and explains their status with reference to the power they hold (Hall, 1994). The ‘power’ approach has been used to explore the degree to which social work has achieved a monopoly over the delivery of services (Johnson and Yanca, 2001; Giarchi and Lankshear, 1998; Hopps and Collins, 1995; Popple, 1995).

From the forgoing perspective, Social Work is a contested idea and model seen to legitimately be. (Askeland and Payne, 2001), Searing, 2004).

THE NEED FOR A SOCIAL WORK PROFESSIONAL STATUS IN NIGERIA'S DEMOCRATIC PROCESS

Social Work can engage civil Society to enhance democracy in a special way that is unique to social work alone. Social work's principles of social and economic justice have the same principles and doctrine in which Nigeria's democracy preaches on paper. Social work process has the skills to transform this paper work from pen on paper to practice in such a unique way

Social work has lots of prospects to help the Nigerian civil society in restoring democracy and ensuring the socioeconomic and political growth. The civil society cannot exist in vacuum. It requires the mobilization of people based on mutual trust, reciprocity, norms, and ethics so that there may be formed a strong bond among people. The grievances of people in a democratic state may be redressed through conscientization of masses through civil society. It can help people in forming a bridging capital between the upper strata and the lower strata. Therefore, the social work profession promotes civil society in building strong social capital through: *mobilizing community advocacy and public communication* the National Lead for Advocacy, valuing People Team, (NLAVPT) 2009, Boylan & Dalrymple (2009:78), Henderson and (Harriss, 2001) Obilade (1989, as cited in National Open University of Nigeria, 2008), *Conflict Transformation, Enabling Environment*

The Social work facilitates the process of participatory development due to organizing people for decentralized planning especially in a very wide land mass country like Nigeria. It ensures greater participation of people at decision-making level so that transparency and accountability may be maintained. This could inform the Independent Electoral Commission INEC greater participation against voting apathy. In other words, it can be said that social work promotes civil society in enabling communities to become effective agents of livability. For example, several social movement activists have facilitated an enabling environment for people for protecting forests and natural habitat in the Niger delta region. Some have thrived in preventing land alienation on the Jos-Plateau and domestic and human rights atrocities in the north eastern states. All these activities help a civil society in restoring pro-people democracy and ensure equitable socioeconomic development of people. *Promotion of Social Cohesion and Solidarity* Harriss (2001)

IMPLICATION OF THE HISTORICAL THEORETICAL FRAMEWORK ANALYSIS OF THE SOCIAL WORK PROFESSION IN NIGERIA: THE NEED FOR A NEW VISTA

According to Berlin (1990), there are dichotomous and complex thinking, to social service that separates developed and developing social work profession. On this basis social work in Nigeria is judged in this paper as a semi-profession because it lacked in full certain traits, such as professional autonomy (Toren, 1972; Etzioni, 1969). Even though its knowledge base has developed now having universities like the University of Jos, Lafia, Nsukka and offering PhD and masters in social work, having the above theoretical paradigm still stunted under the description as an 'emerging' profession (Johnson and Yanca, 2001; Skidmore et al, 1997).

The *second* implication of the historical theoretical framework analysis of the social work profession in Nigeria is a social work profession that displays disjointed profession, semi-profession and unprofessional praxis as the manifestation of the poverty of the development of social work profession in Nigeria. This is not because of any western literature as documented by Kornbeck (1998) titled "Researching Social work Professionalization in the Context of European Integration of social work hegemony but as a matter of developing a Nigerian literature that would fit into the literature of social work profession itself. Thus according to Kornbeck (1998)...for social work to become a profession in the professional context, it would need to satisfy six requirements:

- i. 'Scientification' or 'academisation' of the social work curriculum;
- ii. 'Commodification', meaning more paid and less charitable work;
- iii. 'Institutionalization', involving registration and professional licensing
- iv. 'unification', with a common core education and a unified set of rules for practitioners;
- v. 'licensiation', whereby some minimum credentials are required to be a license holder, and lastly,
- vi. 'Monopolization', whereby only licensed social workers can perform specified tasks.

Third, is what I call "*the poverty of the Kornbeck (1998)...six requirements In Nigeria*" Since the government of the Federal Republic of Nigeria came up with a National Policy on Social Development tagged: "Social Development Policy for Nigeria" in October 1989 and a revised version of the policy in 2004, *Nigeria has seen a gradual surge in the* scientification' or 'academisation' of the social work curriculum even though with its challenges of theory and practice. 'Commodification', has witnessed less pay in Nigeria rather than more paid and more charitable work.

Fourth, 'Institutionalization', Is one other decaying venture in Nigeria. Attempt are made by some international organizations to correct this defect by

Institutionalizing the profession in Nigeria but their noble and “voluntarist-altruistic” offer seems to be plagued by greed, sabotage and fraud in the implementation stage by some unethical Nigerian practitioners. I happen to experience a first-hand scenario in this factor when Save the Children (SC) and its partners – the Association for Reproductive and Family Health (ARFH), American International Health Alliance (AIHA), Management Sciences for Health (MSH) and Mercy Corps – presented to USAID the Systems Transformed for Empowered Action and Enabling Responses for Vulnerable Children and Families (STEER) proposal to improve the well-being of orphans and other vulnerable children (OVC) in Northern Nigeria. Were some of us came from was in the area that STEER was to create greater country ownership and leadership through strengthened governments, civil society and the institutionalization of Auxiliary Social Work (ASW) through curriculum adaptation of a success story from the western part of Nigeria that would fit into Northern communities. The aim was to mitigate HIV and AIDS’ impact on Nigerian children and families. Through a targeted 3600 capacity building approach that emphasizes sustainability of systems and structures designed to support Nigeria’s most vulnerable children. We diligently provided technical assistance based on assessed needs, for Kaduna, Sokoto, Kano, Bauchi and Plateau.

Unfortunately in Plateau state, the people that stepped down the training for NGO staff that would allow them a sub-granting innovation CSOs to source technical assistance based on assessed needs, were people that did not understood the social context in which these NGOs operate. This development was inter alia followed by persuasions’ from some quarters of STEER to short circuit the step down training for the CSOs from about 18 training modules to one and two which was unacceptable from some of us. This means that they would not only developed proposals to USAID in a technically faulty premise but given sub-granting to an innovation that is not from an informed position but also, a faulty institutionalization of the entire expected outcome thus leading to what Ifah (1996) and Ibanga (2003) called methodological in-accuracy”. This poor nature and scope of engaging the profession would also be against the involving, registration and professional licensing to which these CSOs are meant for.

Firth, concerning ‘unification’, there is no common core education and a unified set of rules for practitioners from the Polytechnic offering social development and their counterparts in the universities especially with internal validity to ‘Commodification’. While the former are being underpaid, the latter are being overpaid. While the former are being discriminated upon in the work place with the class ceiling effect, the former have the ceiling as there starting point. This

makes social work practice these people instead of these people practice social work in the profession.

Sixth, issues of “licensiation” and licensing in Nigeria is only when you are registered with the National Association of Social Work NASOW that you are eligible to practice. This is only theoretical. In Practice, issues of ‘monopolization’ are as absent as they are not developed and not institutionalized under a working legal framework of action. There are no minimum professional credentials required to be a license holder in Nigeria. This probably explained the global divide in the professional legitimacy and standardization for practice between the global south that Nigeria’s practiced its democracy and the global north that Nigeria seek to glean its democratic tenets and practice from. Most of the time, social workers in Nigeria have to go through remedial programs with their masters from and accredited social work educator’s council which Nigeria is an international signatory. This means that there is disconnect between the guiding policy framework in the accreditation or within the social work education curriculum.

More so, social workers in Nigeria do not enjoy ‘monopolization’, whereby only licensed social workers can perform specified tasks. In Nigeria, social work role are unprofessionally carried out by sociologist, psychologist, guidance-and-councilors, social-services, social-studies and sometimes even social anthropologist. The snag is that you find social work in all these disciplines but you don’t find the same in social work. The result is processes of de-“professionalization” or put differently... Paraprofessional—where a person trained to assist another professional but not licensed to practice in the profession (National Center for Education Statistics, 1997) workers in welfare can no longer offer clients a proper professional service because as workers, they do not have the necessary authority and resources. Instead of being professionals they become functionaries. Freidson (2000) and Bovens (1998)

HISTORICAL BACKGROUND TO THE DEVELOPMENT OF THE NEW GLOBAL DEFINITION: CONTEXTUAL ISSUES

According to Sven Hessle (2001), the development of professional social work can be divided into four epochs; 1880-1950 shapes the period of “the roots”, the origin of a professional approach when attempts were made to construct and define own concepts and methods.

The 1950s-1970s may be seen as the period of conflicts. The social workers fought between themselves about the question of working with individuals or on social

matters, community work and politically, viewing these two lines as incompatible or antagonistic.

During 1970-1990 the question of loyalty to the grass-roots ideology or professional, scientifically-based education (also argued as antagonistic views) came into focus. Social work was defined as a semi-profession and there were enormous differences in the quality of the education and the status of social workers in the international perspective. Since the nineties social work is developing towards a more holistic profession, formulating definitions of common main goals and academic standards in education in the different countries and cultures.

Now, in this fourth epoch, it seems of utmost importance for the profession to acknowledge the different views, the different approaches and methods thus guaranteeing solid professional standards. This paper would substantiate the generalist approach as the Integrated Praxis Model that is up to these challenging requirements. By the way, Juliusdottir (1999) has adumbrated that several researchers of the development of social work have stressed the importance of acknowledging the pluralistic nature of social work as well as both the generalist view and the need for expert knowledge in the age of competencies. Stressing the connection between theory and practice, policy and research is the other cornerstone for social work to build on today (Egelund 1990; Uggerhøj 1995; Egelund 2000; Juliusdottir 2000 a; 2000 b; Karvinen et al. 1999).

The different associations of social workers have formed special interest groups and associations around certain expert fields or specialist areas other than the IFSW like the Council on Social Work Education (CSWE) based on certain standards. Examples of these are social work in schools, social work in court, clinical/health social work, etc. (Encyclopedia of Social Work 1987).

It is now obvious - and actually may be a question of survival - to look at the diversities within the profession as strength. Sven Hessle expresses this similarly: "Also, social work is contextual by nature, and this calls for an unbiased attitude and a constant willingness to negotiate in a range of a conflict-filled area of tension" (Hessle 2001, 4). Only such a standpoint will bring social workers an acknowledged and respectable status among other disciplines and other professional categories and clients in the field and in society. It is in this context that there are few doubts that an "intelligent" trade-off between field and research demands as well as between the specialized, generalized profile of the profession as central to practice.

STRENGTH BASE OF THE NEW GLOBAL DEFINITION OF SOCIAL WORK PROFESSION for A GENERALIST PRACTICE

Highlight of few changes in the old definition becomes clear to social work assessment in professions attempt to provides problem solving in human relations and the empowerment and liberation of people to enhance well-being, utilizing theories of human behavior and social system capable of creating a common base of knowledge, practice principles, and general stages of practice used by practitioners in working with diverse populations, related to particular contexts of social work practice. To be non-prescriptive, non-deterministic, including clear demand for adaptation and flexibility in its use, using critical approaches to understanding needs, contexts, and objective Gilgun, (2005:23–65). The new definition is not only a change but an expansion of the old definition of social work

First social work is expanded from not only a profession but also have an academic disciplinary status as well. The strength base perspective here is that the evidence for strengths-based approaches is difficult to synthesis because of the different populations and problem areas that are examined in the literature.

On the other hand, the generalist approach here is in the area of boosting an integrative, research beyond boundaries of separate cases, client populations and troubles, fields of practice, and levels of intervention. Sowers & Rowe (2007) Cohen, Etel (2010), Cohen, Etel (2012), cross system levels and practice methods, of the various size client systems. Moreo, Gilgun, (2005)

More so, the strengths approach to practice in this context, has broad applicability across a number of practice settings like the academics shrouded in social work education and a wide range of populations.

Second, for what social work does, problem solving is dropped and social cohesion added. This reflects a wide range of indigenous and cultural perspectives and addresses a major issue for Nigerian social work practice in terms of the social integration of, ex-convicts, rehabilitated Boko Haram surrenders, immigrant, Internally Displaced Persons (IDPs) and refugee communities.

More so, practitioners working in this way have to work in collaboration - helping people to do things for themselves. In this way, people can become co-producers of support, not passive consumers of support.

The above provides a good support base for the generalist approach to complementary expertise, including specific knowledge and skills related to particular contexts of social work practice to be non-prescriptive, non-deterministic, including clear demand for adaptation and flexibility in its use,

using critical approaches to understanding needs, contexts, and objective Gilgun, (2005:23–65)

Third, collective responsibility and respect for diversity are added to the original principles of human rights and social justice

Fourth, the theoretical foundations of social work are greatly enlarged. From a narrow scope of theories that include only human behavior and social systems, the range of theory now includes theories of social work, social sciences and even indigenous knowledge, humanity

Fifth, drawing on the work of the United Nations, the new global definition of social work according to IFSW, defines the concept of indigenous people as:

- i. They live within (or maintain attachments to) geographically distinct ancestral territories.
- ii. They tend to maintain distinct socio-economic cum-political institutions within territories.
- iii. They typically aspire to remain distinct culturally, geographically and institutionally, rather than assimilate fully into national society.
- iv. They self-identify as indigenous or tribal.
<http://ifsw.org/policies/indigenous-peoples>

Sixth, the new definition reflects a strengthened post-modernist perspective in terms of the process of the development, the integration of diverse themes and voices, and respect for local and regional differences, but it marries this with a critical social work theory and practice framework in response to the challenges of the global environment

IMPLICATION OF THE OBSERVED HIGHLIGHT AND MATTERS ARISING FROM THE OLD AND NEW GLOBAL DEFINITION OF SOCIAL WORK PROFESSION IN NIGERIA

The implication of the first issue i.e. social work is expanded from not only a profession but also having an academic disciplinary status as well could mean that the professional dilemmas and the de-professionalization thesis we considered in the above and what we termed as the poverty of the in the above count befallen the academic disciplinary status if the necessary procedures are not followed with a generalist approach and “managerialist” advocacy.

What this inevitably implies is that there is no universal body of knowledge for social workers. What is seen to be valid knowledge or indeed the function of social work is defined by many others outwit the profession including academics, educators, professionals, administrators, politicians, users, careers and the media.

There can be no doubt that within these different constituencies, there are diverse views and assumptions about social work and its function, fueled by vested interests and media representation, especially of problematic cases and scenarios and not necessarily from the interest of social work profession. It may not be out of a disciplinary chauvinism but out of a de-professionalization thesis that allows other professions to challenge social work profession because of rivalry or better remuneration offers.

The above makes it very difficult to identify what are the appropriate skills and expertise needed for social work and other professions that are overlapping into the social work practice.

It also accounts for the fact that social work as a movement has since its earliest days been associated with continual change and critical reflection on what it is; how best and where best it can be exercised. It also makes it very difficult to establish a clear professional identity for social work when the concept itself is subject to the views and assumptions of competing constituencies.

At the other hand, at least we may say that the nature and scope of the social work profession in Nigeria has been broadened. it means to 'be a professional social worker in Nigeria' now has a social personality compare to what it was like in 1915 when people like Flexner (1915:1) posited that *"the rewards of the social worker are in his own conscience and in heaven."*

IMPLICATIONS OF THE STRENGTH BASE APPROACH OF THE NEW GLOBAL DEFINITION OF SOCIAL WORK TO PROFESSIONAL PRACTICE IN NIGERIA

First fears may persist in practice between both 'risk assessment' and 'strengths-based approaches. In the sense that Strengths will vary from person to person and, as such, it can be difficult to draw up an exhaustive list of strengths. Many researchers note that assessment tools in the field are still too often focused on deficits and inadequacies, and whilst there have been significant efforts to create and use assessment tools which incorporate strengths elements (Cowger and Snively, 2002; Early, 2001; Saleebey, 2001), these are still in the minority.

There are numerous guidelines to assist practitioners undertaking assessment and although they invariably differ in content, their commonalities often include the author's emphasis on the reality of the client, and the view that there should be a dialogue and partnership between them and the practitioner. It follows then that assessment should be couched in a broader dialogue that includes: ... "Meaningful questions that will combat the relentless pursuit of pathology, and ones that will help discover hidden strengths that contain the seeds to construct solutions to otherwise unsolvable problems" (Graybeal, 2001:235)

Second, if care is not taken in the social work process, “Assessment” will vary from cases, group work and community development as such, it can be difficult to draw up an exhaustive list of strengths for monitoring and evaluation. Cowger and Snively, 2002; Early, 2001; Saleebey, 2001), have already noted that assessment tools in the field are still too often focused on deficits and inadequacies, and whilst there have been significant efforts to create and use assessment tools which incorporate strengths elements these are still in the minority.

Third, the role of the professional becomes less about being a ‘fixer’ of problems and more about being a co-facilitator of solutions. This is because the new global definition reinforces the claim by Boyle et al, (2010), that recognizing being professional does not always mean having all the answers and that in opening up discussions with individuals, an opportunity is created for them to contribute. More so, the new definition allows practitioners learn alongside individuals and reflecting on practice together to have a positive and lasting effect on service development. Apposition also sheared by O’Neil, (2003). A facilitator will actively recognize and engage the things people are able to do or are interested in. In doing so, they will naturally focus on the things that are working well to create positive experiences driven by the person’s intrinsic goals and aspirations. Therefore, a strengths-based approach is not simply about different tools or methods that are used with people who use services; it is about different concepts, structures and relationships that we build in our support services

NEW OPPORTUNITIES FROM OBSERVED MATTERS ARISING IN THE NEW GLOBAL DEFINITION OF SOCIAL WORK IN DEEPENING NIGERIA’S DEMOCRACY

First, the opportunities for Nigerian social work would represent in its own literature and in the quality of reflection and analysis of practice that would cut across borders. It also mean that there would be an increasing diversity of sources of knowledge, including knowledge from diverse and minority groups, and analyzing the wide variety of relationships between social work and the states in which it exists like the differences in the practice of social work in the south and in the eastern parts of Nigeria operating under the criminal and the customary code respectively.

There will be significance of cultural diversity and working across cultures, and the verse ethnic groups. Social work would begin to glean directly more from ethnography as it does in sociology when it was hitherto an increasingly recognized as reflected in the definition. Nigerian social workers would be responsive to local culture and needs as posited by (Rankopo and Osei-Hwedie, 2010). The idea of professional power will not be constructed differently in

different regions as it would be in Nigeria. According to Gunavathy (2007) and Matus (2007) hitherto, it was determined by both political context and economic factors such as the level of absolute poverty shaped by social work's main aim within a region.

In the new definition, wicked problems would no longer be limited to regions or be determined by a specific group of people. Trygged (2010), amplified this that both the overarching ethos of "universalism and critical modernity" in social work and the development of local and context-specific knowledge and theory would indeed make any local content important. Both are needed with the wide knowledge base and local expertise to challenge injustice at both global and local levels.

Second, another new opportunity of the observed matters arising to social work in deepening Nigeria's democracy has offered new opportunities to the professionalization project in developing countries which Nigeria is a part. Social work has responded to the challenge with an increase in breath of social-work specific knowledge through research and theory development incorporating more diverse perspectives and more awareness of the significance of culture and environment for social work practice. There are now international journals such as the International Journal of Social Work and Nigerian/ African Journal of Social Work¹, and a growing range of publications addressing social work as a profession in a global context (see for example: Gray, Coates and Yellow Bird, 2008; Ferguson et al, 2004; Harrison and Melville, 2010; Weiss, Gal and Dixon, 2003; Weiss and Welbourne, 2007)

Third still yet, another new opportunity of the observed matters arising to social work in deepening Nigeria's democracy is how the new global definition would offer new opportunities to the concept of Professionalization in Nigeria's democracy. Social work has been steadily progressing towards the status of a full profession across a range of variables, including the development of a distinctive knowledge base, registration and protection of title, the development of a Code of Ethics, and a move to requiring higher education at graduate level.

Fourth, that the theoretical foundations of social work are greatly enlarged. From a narrow scope of theories that include only human behavior and social systems, the range of theory now includes theories of social work, social sciences and even indigenous knowledge, is a completely new opportunity of the observed matters arising to social work in deepening Nigeria's democracy Progress. It would set the theoretical advancement of social work in Nigeria on a rapid scale for specific institutional development to serve individuals in situation as against individuals in situation serving institutions as it were. Kunneman (2005; 195) describes this

kind of new development as, “one of the most remarkable developments within social work during the last decade... the slow but steady rise of objectifying forms of research..” The expansion in the rate of production of social work knowledge and theory now includes, what social work does, from problem solving social cohesion

- Social problems (social cohesion of those linked to poverty and child abuse and neglect)
- Vulnerable populations (social cohesion including older people, minority ethnic groups, people with disabilities)
- Intervention strategies with individuals, groups, families and communities
- The relationship between social context, economic, political & cultural, personal factors, and social problems (Weiss and Welbourne, 2007; Weiss-Gal and Welbourne, 2008).

Another one is that there would be advances in knowledge and theory development from a ‘diagnosis and treatment’ approach, grounded in social work’s roots in therapeutic endeavors and counseling, towards a ‘blame-neutral’ approach which seeks to help people find not only solutions to personal difficulties but social cohesion which is in turn is the hallmark of the generalist approach.

Fifth, what the new global definition of social work does at least to social work education and knowledge is that it presents a set of agreed commitments for social work by social workers. In particular, it promotes change as “change” itself is constant, and also locates the social work task at the interface between the individual and the social; the individual and his/her environment.

Sixth, the new global definition of social work also identifies the importance of social justice and rights and working with disempowered members of our communities.

Seventh, the new global definition of social work underlines the affinity between social work, the human rights conventions and the more recent legislation that strengthens the enforcement of human rights.

Eighth, the new global definition of social work accord with statements made by other as to what constitutes the primary function of social work:

- Social work is committed to rights and justice (Clark, 2002).
- [social workers'] concern is for the individual and helping them achieve change, a certain quality of life and/or protection from harm or harming others (ADSW (Association of Directors of Social Work), 2004).

According to Davies (1981:209) cited in; Bamford, (1990:33), the notion of helping the vulnerable more forcibly when he asserted that: The essence of social

work is maintenance: maintaining a stable, though not a static society, and maintaining the rights of and opportunities for those who in an unplanned uncontrolled community would go to the wall

These positions would torpedo in the Nigerian social development by assisting, supporting and enabling certain vulnerable sections of the community with, social cohesion as against just helping them only. The new global definition of social work was able to keep constancy in the history of social work that concerns itself with those who suffer from the negative impact of social inequalities. For many this concern with inequality and poverty has become increasingly important because of what is seen to be the growing gap in Nigeria's democratic processes between the rich and the poor or disadvantaged. People like Jordan and Parkinson (2001), Jones et al (2004), has never been a more important time for social work to establish itself as a credible profession working to ensure that the interests of less advantaged sections of the community are promoted and protected.

Nigeria is a society where the gaps between the haves and have not's have widened and continue to widen, the social policy role of social work even though not revised for some time now, is going to be of major significance as argued by other observers like... Bamford (1990:168) and Ferraro (2003) who posited that social work might be... really concerned with freeing the poor and the marginal underclass from subordination and exclusion

NEW CHALLENGES TO SOCIAL WORK PRACTICE IN NIGERIA

First, Generalist Social Work Practice: Challenges to Internationalization, Although the generalist practice model stresses the importance of understanding context and culture, the new global definitions are relatively silent regarding issues of global application. The fundamental question of whether the generalist practice can be internationalized and raises serious concerns regarding history of globalization of social work (Cohen, Doel, Wilson, Quirke, Ring, & Abbas, 2012, based on: Gray, 2005; Gray & Fook, 2004; Gray & Webb, 2008)

Universalism: Trend of Western colonization of social work education in developing/emerging areas justified by belief in a single common set of internationally valid principles and practices.

Imperialism: Western promotion of only one dominant world view of social work education and practice around the world, connected with benefits to those adopting this world view.

Indigenization: Support and encouragement of emerging social work practitioners to develop locally relevant, culturally syntonc social work practice, education, and profession.

Despite all of the above challenges, approaches a Generalist practice is as the name implies, flexible framework focuses on cross system approaches and works in concert with specialized, indigenous approaches. Thus the fear of new challenges is already check mated by the nature and scope of the Generalist approach itself. This is because; it has the capacity to bring global elements into the generalist practice curriculum by identifying multiple strategies to infuse such content into existing generalist practice courses more so, all core competencies of CSWE (2008) apply in the generalist-foundation practice curriculum.

Second, however, pay and remuneration continue to be lower than for other professions, and public regard for the profession varies between countries. There are still some obstacles to be overcome to achieve unequivocal professional status, though progress is apparent (Weiss and Welbourne, 2007). Issues of autonomy are contentious; both in terms of how much autonomy social workers actually have when most European social workers work for the state, directly or through contractual arrangements and how much autonomy is necessary for them do the job well. For this reason, the issue of professional ethics is important, since it is arguable that the only reason a social worker might wish to take a decision which does not accord with the wishes of their employer is when is an ethical reason for doing so.

Third, there are limitations on the extent to which local theories can predict outcomes for individuals at the mezze levels to make global relevance thus; a huge limit on human information-processing capacity considering the weak infrastructure and Nigeria's nascent democratic structures if we are to make social work assessment within individuals -in-situations of social justice like gay rights in the north and south divide. We see thus, a soon become position of 'respectful uncertainty' as a component of professional competence in Nigeria. Taylor and White had argue against this trend that social work professionalism should be seen as a, "...a broader approach that encompasses practical reasoning, emotion and, most of all, an intelligence that is disciplined and creative" Taylor and White, 2001: 951), as against becoming position of 'respectful uncertainty'

Fourth, another new challenge of the new global approach to social work in Nigeria's democracy process is that although the generalist practice model stresses the importance of understanding context and culture, the new global definitions are relatively silent regarding issues of global application. The fundamental question of whether the generalist practice can be internationalized and raises serious concerns regarding history of globalization of social work (Cohen, Doel, Wilson, Quirke, Ring, & Abbas, 2012, based on: Gray, 2005; Gray & Fook, 2004; Gray & Webb, 2008) there is still a pressing need to develop theory

relating to specific issues in particular Nigeria – the development of indigenous knowledge and theory.

To mitigate the above, the new global definition called for local affiliate members to meet and refine this new definition to suit their country interpretation without tempering with the core definition of the new global definition. But the new challenge also stands that Nigerian social workers do not have the capacity to organize a National convention to that effect. This is owing to the fact that resources are not there and the other part because of lack of institutionalization of Social work profession itself or social work auxiliary within the country.

Fifth, Another challenge is that, since the concept of “problem solving” like ‘therapy’ has been challenged by the new definition on the grounds that it has little relevance for people whose biggest difficulties are often poverty, terminal illness, and the social environment in which they live as inter alia advocated by Weiss-Gal and Welbourne, (2008:2) in the old definition. At the same time, We may still argue in this paper that in regard to the foregoing challenge, the buildup argument that informed the new global definition itself is the claim that there is not yet a consensus about the ‘right’ balance between universal and local/indigenous approaches (Ranjopo and Osei-Hwedie, 2010) or how one combines local values and what Rothwell (2010) calls, “the inextricable relationship between human existence and the environment” with Universalist ideas about human rights, for example.

This challenge that informed the new global definition still stands even after the new definition. This is because, the new definition still poses staunch challenges to established ways of thinking about practice and theory in social work, and to the underpinning ideas of social work, which have been subjected to the critical gaze of post-modernism (Fook, 2002). Professionalism in social work is defined by the function it fulfills to those that are consumers of its services, as well as the function it fulfills for the states in which it operates, despite being shaped wherever it occurs by wider political concerns and resources. It has to engage with trans-national social policies and with international social movements,” and use professional reflective practice to foster the conditions of social citizenship (Lorenz 2006: 18).

Sixth, similarly, accepted or validated notions of social work which are embedded in the organizational structures of public social services may be entirely unacceptable to those with a more radical bent (Searing, 2004). For some, the resolution of this near chaos in competing redefinitions about the nature and function of social work resides in the importance of social workers within the local association’s experts determining what their specific professional identity is in

order to ward off conflicting, indeed detrimental, notions about social work and its role.

Seventh, another new challenge of the new global approach to social work in Nigeria's democracy process is that since it allows for a generalist approach, it is well-documented social phenomena today that leadership and management issues associated with joint, partnership and multidisciplinary working where social workers operate in teams with other professionals to include some bottlenecks. *"These include the difficulties of:*

- *Providing leadership for social work within mixed teams and across 'separate governance arrangements'*
- *Maintaining a high profile for social work within a multidisciplinary team setting*
- *Retaining social work values*
- *Ensuring quality of professional service provision*
- *Ensuring a focus on the social work agenda so it is not a subset of either health or education and resisting professional boundary erosion*
- *Managing resources within the competing demands of differential team requirements*
- *Building and developing a care management culture that reflects the core values of social work and centres on the needs of the users and carers."*... (van Zwanenberg 2003:8)

Ibid(2003:8), was also able to identify that the main challenges to future social work management focused around concern at the further development and move towards single structures for social work and health and also fears about the impact on the structure of social work services and the future of the profession, particularly if the current social work structures within local authorities, were to disappear as a result of the pressures to integrate with other services, for example, health and education. These observed challenges might have been observed even before the new global definitions but they still reinforce the challenges of the new global definition as operationalized within the context of this paper.

Eight, Nigeria's greatest challenge for the future is not only to build the links from global to local but how Nigeria can keep its diverse voice and multicultural diversity strong on the international stage so that we can share our rich local practice experiences and frameworks with others, whilst learning in turn from them.

DISCUSSIONS AND CONTRIBUTION TO THE KNOWLEDGE OF SOCIAL WORK EDUCATION

First, from a strength base approach, the new goal definition of social work provides a Goal orientation and Strengths assessment. Others include but not

limited to Resources from the environment Explicit methods are used for identifying client and environmental strengths for goal attainment, case management, The relationship is hope-inducing and Meaningful choice particularly when cemented by the generalist approach. In this arrangement therefore, the role of the professional becomes less about being a 'fixer' of problems and more about being a co-facilitator of solutions. This involves recognizing that being professional does not always mean having all the answers and that in opening up new assessed situations with clients, a window is created for working "with" and not "for" the client (Boyle et al, 2010). This is more positive and sustainable seeing that practitioners learn alongside individuals and reflecting on practice together (O'Neil, 2003). A facilitator will actively recognize and engage the things people are able to do or are interested in. In doing so, they will naturally focus on the things that are working well to create positive experiences driven by the person's intrinsic goals and aspirations. Therefore, a strengths-based approach is not simply about different tools or methods that are used with people who use services; it is about different concepts, structures and relationships that we build in our support services.

Second, As noble as the values of social work are, they are not the same across the globe and the seven main need/user groups (Children and families; addictions; criminal justice; learning disability; older people; physical and sensory disability; mental health) vulnerability are experiencing renewed and resurging vulnerability

Third, Social work will continue to experience crisis and identity issues unless social workers can fulfill a role which is based on the values and principles which have continuously underpinned social work but which may have to be re-read in the light of contemporary contexts

Fourth, the expertise required is not the same across all seven need/user groups
Fifth, social workers in Nigeria are unable to work generically because of the poor nature and scope of social work covering the generalist approach in helping all need/client groups neither are they able to nor specialize because of the relatively new field of the profession or because of government support. Considering the high vulnerable nature and scope of social problems, social work should work in an integrated service setting (e.g. working with health, education etc.) and should work in an independent external agency in other to meet up with the verse nature of social problems considered wicked.

Sixth, In other to meet up with these new challenges, social workers in in Nigeria's democratic process should carry out both direct (clinical) practice and case

management and should not be separated as obtained in some developed countries

Seventh, all those offering 'social work' may not necessarily require the same degree considering the enormous need of their service but wicked social problems may need some clinical specialties of training as a prerequisite for practice than just being a member of the national association of the social workers. This new development should also be monitored by NASOW.

Eighth, Social work should not be carried out by non-social workers and only auxiliary social workers should be trained to handle non-professional social work practice in Nigeria.

Ninth, While are contextual changes taking place in other professions they seems to be little or no significant changes which impact on the role of social workers taking place in social work profession in Nigeria

Tenth, With the current democratic wind of change going on in Nigeria, there is a new role for community social work for social workers to strengthening community systems to owned the change process and not just a mere change of political party in Governance.

Eleventh, Above all, critical to this paper is the phenomenon of the way this change is taking place and in what respects this new definition of social work should it have been any different. More so, in what way are these changes happening in the role of the social worker in Nigeria's new role for social workers particularly if social work profession did is to exist

Twelfth, Integration, cross system levels and practice method, common base of knowledge, practice principles, and general stages of practice requiring complementary expertise, non-prescriptive, nondeterministic understanding context and culture would have been lost to Western hegemony that promotes dominant world view of social work education and practice in Nigeria, connected with benefits to those adopting this world view; if social work did not exist to shape its community of practice as a major democratic tenets needed in Nigeria today. Thus, Social work must remain a human and creative democratic activity that uses imagination, empathy and commitment as well as reason and evidence and engages with people's emotions and vulnerabilities as well as their rights and obligations. In a culture of rapid change mantra and the uncertainty accompanying these change, what social work would have to be ashamed of is if it came to represent rigidity, resistance and stagnation, or stigma, blame and exclusion. There is no universal body of knowledge for social workers. What is seen to be valid knowledge or indeed the function of social work is defined by many others out with the profession including academics, educators, professionals,

administrators, politicians, users, careers and the media. There can be no doubt that within these different constituencies, there are very different views and assumptions about social work and its function, fueled by vested interests representation, especially of problematic cases and scenarios. It is anticipated that integrating these strategies will...

Thirteenth, not only expand social health care practitioners in Nigeria's competence in critically evaluating the applicability and limits of the generalist practice approach with diverse clients and communities in Nigeria's quest to deepened its democracy; but, expand competence in working with clients from diverse regions and cultures through the flexible use of the generalist practice framework.

Fourteenth, it also swells, inflate and spread out competence in identifying specialized and indigenous approaches needed in addition to generalist knowledge, principles, and skills as it increases faculty competence in bringing an international/global lens to the course development and teaching of generalist social work practice.

RECOMMENDATION

First, concerning the social work profession identity, there is an urgent need for Nigerian social work practice to clarify its professional identity in order to establish clear roles for individual social workers.

Second, Different types of the strength approaches like... Solution Focused Therapy (SFT) (deShazer, 2004). (Miller, Hubble and Duncan, 1996)., Strengths-Based Case Management Rapp (2008), Narratives (Epston and White, 1992) and Family support services (Green, McAllister and Tarte, 2004).

Third, the profession in Nigeria must embrace opportunities the new definition brought along to adapt to global changes and more effectively challenge global structures and norms. An international perspective based on the new global definition should be promoted as a key and positive aspect of the new

Fourth, NASOW should lucidly distinguished between social work as compared with other professions, at least as based on its core principles and values, is that social work is more concerned with a person centered approach and locating the person in the context of his/her life experiences generally from a generalist approach to the point of participation in the democratic process.

Fifth Nigerian social workers should view the professions identity of social work and the role to be played by the social worker as one that has to be viewed in reference to the changing nature of the relationship between worker and user/client in Nigeria.

Sixth, All the opportunities of the new global definition as outlined in the forgoing should be adopted by NASOW

Seventh, The Nigerian social workers should lucidly clarify and consolidate its professional identity as it is all the greater given the need by the new global definition to work more closely with other agencies and professions

Eighth, there should be a massive organizational change of course that would suit the new global definition. the fact that the social work role is increasingly carried out in close cooperation with other professionals such as teachers, doctors (van Zwanenberg, 2003) and nurses and indeed that there is an ever stronger move towards the integration of social work organizationally with other structures such as education, health and housing. The integration thought the generalist approach with other bodies would be particularly successful in our nascent democratic process. This is because; joint working has been valued as effective and beneficial to clients or users of services in other democratic countries.

Ninth, Social workers within non local authority social work departments in Nigeria such as those who work in the generalist practice (GP practices) Firth et al. (2004), and in a variety of healthcare settings should play a significant role as members of multidisciplinary teams In Nigeria from 2015 to 2020.

Tenth, Nigeria should open discussions about working in multidisciplinary teams, the growth of Para-professionals or auxiliary social workers and the search for professional boundaries within the context of the role of the nurse in the modernizing innovative programs like the National Health Insurance Scheme NHIS as similarly advanced by (Melia, 2004).

Eleventh, the values that social work is based on must not change over global search for new operating window. These values must also remain the same across practice in the world as the same. For example... (Children and families; addictions; criminal justice; learning disability; older people; physical and sensory disability; mental health) as the seven main need/user groups within the profession and the expertise required be the same across all seven need/user groups able to work generically covering all need/client groups with specialization

Twelfth, Social workers in Nigeria as in elsewhere must work in an integrated service setting (e.g. working with health, education etc. and never work in an independent external agency. One possible way to achieve that is that social workers in Nigeria should begin to carry out both direct (clinical) practice and case management as these would strengthen institutional relationships and through a robust referral pathways against hitherto separating them

Thirteenth, for Nigerian social workers to be on the same page with global partners, Nigerian social workers must all require the same degree of training to avoid the echoes of the “de-professionalization thesis” where much of what we call social work is carried out by nonprofessional and where much of what is professionals practice do not practice the social work profession and allowed the job to be carried out by other groups/individuals having a direct impact on the professional status of the social work profession..

Fourteenth, the Practitioner role should engage new tools such as the ROPES (identifying: Resources, Opportunities, Possibilities, Exceptions, and Solutions) (Graybeal, 2001) model has been developed to guide practitioners in a broader process of continually drawing on strengths particularly for a generalist approach. Using frameworks focused on strengths and weaknesses encourages a holistic and balanced assessment of the strengths and problems of an individual within a specific situation in the approach.

CONCLUSION

From such accounts, we can see the vital importance of detailed analysis of how Western and local social work practice ideas adapt to one another. Generalized assumptions of an increasingly universal and international social work do not represent the complexities of the interaction of globalization, postmodernism and post colonialism. These has verse consequences and renewed hope for social work in Nigeria as discussed in the above

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