

2020

APSWDP CONFLICT OF INTEREST POLICY



**Association of Professional Workers and
Development Practitioners (APSWDP)**

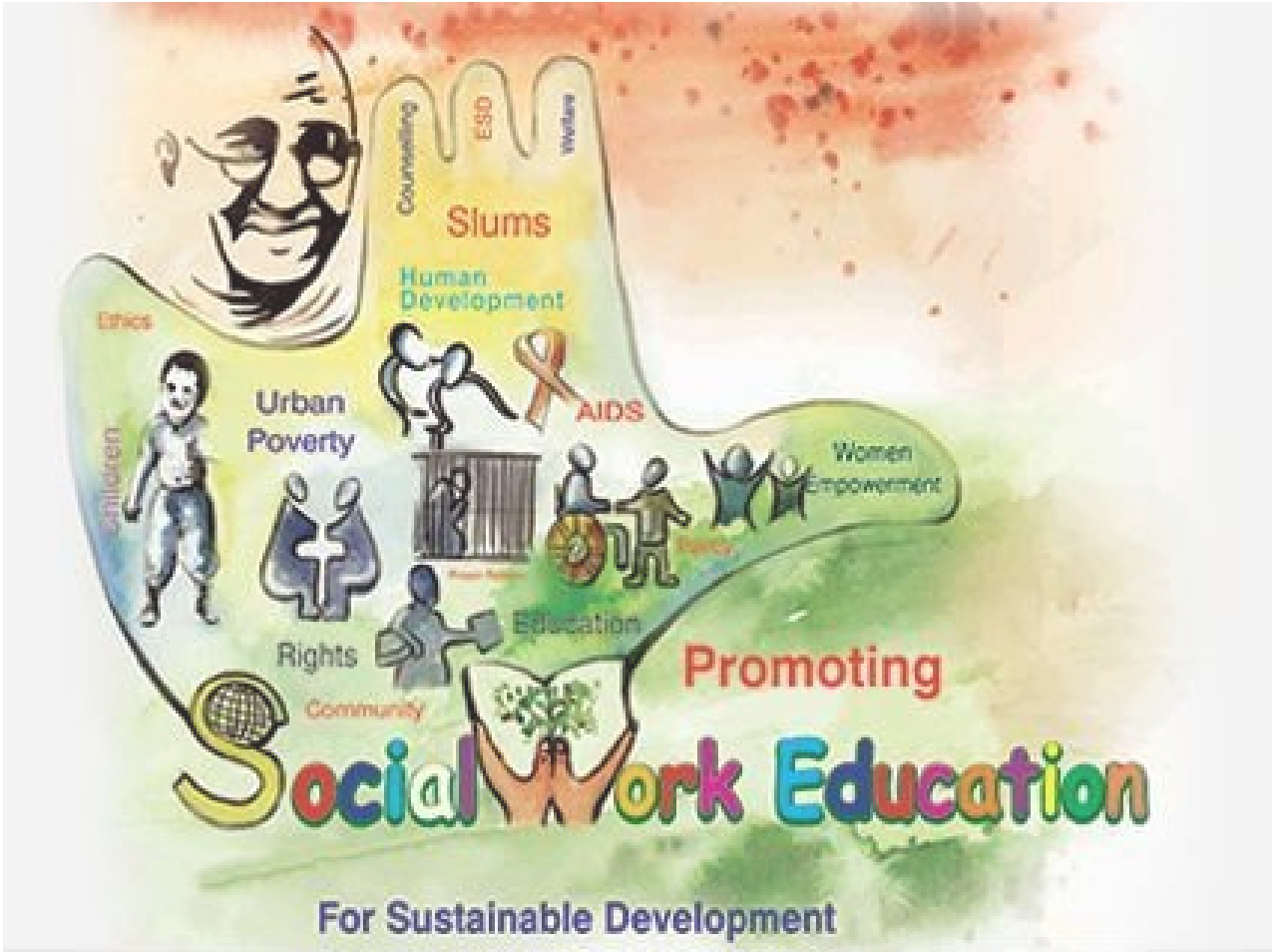
Registered under Section XXI of the Society Registration Act, 1860



Association of Professional Social Workers &
Development Practitioners

ESTD. 2014

Promoting Social Work Education for Sustainable Development



For Sustainable Development

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Background and Genesis

Background

Association of Professional Social Workers & Development Practitioners (APSWDP) is a registered, not-for-profit, professional, membership-based organization of professional social workers and development practitioners working in various social welfare domain across the country. APSWDP has been conferred Special Consultative Status with Economic and Social Council (ECOSOC) and affiliation with the Department of Global Communication (DGC) of United Nations since 2019. APSWDP also addresses social issues like poverty, livelihood, health, environment, education, water & sanitation, unemployment, disease control program, urbanization, youth issues of de-addiction, and others, which have covered the whole gamut of government, development agencies, and academic institutions.

Since the influx of specialization and expertise has increased over the current decade in the country among implementation agencies, then the requirement of trained social work professionals and practitioners is indeed a factual requirement. The association focuses on creating a countrywide and global network of dedicated social work professionals and development practitioners from remote geographical rural areas, to discuss, debate, and develop a key framework on evidence & practice-based interventions, methods.

The focus will be to enable social workers and development practitioners all around the globe to share their ideas and work on various development issues. APSWDP also offers a platform to youth leaders, scholars/researchers with striving passion to participate in bringing reformation through correctional measures in existing policies.

Genesis

Association of Professional Social Workers & Development Practitioners (APSWDP) was conceived initially by a group of professional social workers working in development sectors led by Mr. Vivek Trivedi, a development practitioner, and a UNESCO youth representative. It primarily started with a popular online social forum 'Alliance of Social Work & Development Practitioners' on the occasion of 65th Republic Day 2014 i.e. 26th January 2014. The forum productively stretched to BSW and MSW learners of Indira Gandhi National Open University (IGNOU) with support from Regional Centre Chandigarh. An orientation programme-cum-workshop was jointly organized by the Forum coinciding World Social Work Day 2014 on 29th March 2014 at IGNOU Regional Center. It was felt during the workshop that the forum must be taken to a next higher level by attaining legal status. On 1st December 2014, World AIDS Day, the online forum received its legal status as an association under the Society Registration Act 1860 as 'Association of Professional Social Workers & Development Practitioners (APSWDP)'.

Affiliation, Identity, Vision and Mission

Affiliation

Association of Professional Social Workers & Development Practitioners (APSWDP) is affiliated and registered with National Institution for Transforming India (NITI) Aayog Former Planning Commission of India and European Commission under research and innovation.

APSWDP has also been conferred Special Consultative Status under the Economic and Social Council (ECOSOC) and associated with the Department of Global Communication (DGC) and Non-Government Liaison Service (NGLS) on United Nations since 2019. In 2021, APSWDP got Affiliate Membership of the International Association of Schools of Social Work (IASSW).

Mandate

Identity

APSWDP is a non-government, not-for-profit, registered country-wide professional association of social work and development practitioners with a vision to strengthen Social Work Education and Profession in the development sector. APSWDP construe that working in association with diverse stakeholders is a key to achieve the vision. Our genesis as an association will assist us to focus on forming a robust, reverential, and germane vision that will strengthen our mission, objectives, and relationships with the social work practitioners, under-privileged, most disadvantaged, and vulnerable communities. This relationship will further boost our mandate, assert our practice-based learning at the grass-roots level to eloquent and publicize evolved models, practices, and methods to build capacity, empower, and to build leadership qualities among the masses for the attainment of Sustainable Human Development.

Vision

To be a state of art inclusive network of professional social workers and development practitioners, APSWDP will showcase a noteworthy role in the promotion of social work education, and evolving practice-based methods, approaches, skills, and ethics through social innovation, proven models, and vibrant social leadership.

Mission

To achieve the vision of APSWDP, our mission is to work in proximity with togetherness, unlocking the inherent potential and building a sustainable network of professional social work and development practitioners by way of promoting social work profession to rural and urban-underprivileged youth, mid-aged to undertake the flagship of development, understand the global trend, be a partner and agent of social change at local stratum.

Purpose, Values and Principles

Purpose

APSWDP works to build a strong network of social work and development practitioners, where all the members can partner, express their professional views, discuss to work for change in social, welfare, development policies, implementation practices, models of innovations, social values, principles and ethics to warrant inclusive development.

Values

- Understanding differing ethnic and cultural patterns, as well as the capacity to engage in ethnic-gender and age-sensitive practice.
- Respecting and Welcoming.
- Committed to disperse social work and developmental leadership at bottom of the pyramid.

Principles of APSWDP

1. Work in partnership, the team with brotherhood
2. Commitment to Vision, Mission, and Values
3. Solidarity with poor, marginalized and vulnerable
4. Gender respecting and sensitive to specially-abled
5. Respecting human, women, and child rights
6. Cross-cultural relationship across all social affiliation
7. Working across a diversity of language, religions, ethnicity, geographical area
8. Committed to being goal-driven, outcome-oriented, and honest to work approach in bringing visible social
9. Committed to building a social-economic equilibrium and sustainable social development
10. Work for global peace, resolving social conflict, and a better tomorrow.

Aims and Key Objectives

Our Aims

The key aims of the Association of Professional Social Workers and Development Practitioners are:

1. To promote social work and social development as a profession through national, regional & international cooperation and Network.
2. To strengthen professional values, ethics, standards, and professional relationship with the employing organizations.
3. To support social organizations, community-based organizations for the promotion of professionally educated and trained social workers participation in planning, formulation of policies, social work training, monitoring & evaluation
4. To strengthen the values of great Indian reformers into social work education and profession.
5. To bridge between the Professional Social Work organizations and Development agencies also including the faith-based & Cultural organizations.

Key Objectives

The key broader objectives of the Association of Professional Social Workers and Development Practitioners are:

1. Work for developing cooperation between Professional Social workers in the Country.
2. Organizing workshops, conferences, social work forums, exposure visits, researches, field projects for the promotion and expansion of Professional Social Work.
3. Work for building relationships between local Social Work organizations & their members to International organizations and bodies.
4. Engaging with political leaders, researchers, corporate icons, technologists in the country with the view to fostering cooperation among Professional Social Worker & international issues, including UN organizations.
5. Focus on strengthening relationships with professional Social Work organizations with SAARC countries with the view to provide impetus on regional development.
6. Establish a working relationship between social work scholars, statesman administrators, and corporate leaders in the country.
7. Undertake-focused area-based studies targeting international social issues with respect to the Indian context.
8. Work for innovative development models through Public-Private Partnership in the Social Work profession.
9. Develop a think tank of Social work professionals so that this can provide solutions & action plans to complex social issues of national importance to national, state, and local government.
10. Examine the social work curriculum taught by the universities from the perspective of a professional career with a view to improving the credibility of the Social Work Profession.
11. Develop statistical tools and evidence-based indicators pertaining to human development.

1. PURPOSE/GENERAL RULE

The purpose of this policy is to provide guidance in identifying and handling potential and actual conflicts of interest involving the Association. In most instances, conflicts of interest can be avoided simply by continuing to exercise good judgment, and, indeed, the Association relies on the sound judgment of its members/ employees to prevent many such conflict situations.

The Association is committed to the highest levels of integrity. Members/ employees of the Association are expected to conduct their relationships with each other, within the Association, and outside the Association with objectivity and honesty. The general rule is that the Association members/ employees are obligated to avoid and disclose ethical, legal, financial, or other conflicts of interest involving the foundation, and remove themselves from a position of decision-making authority with respect to any conflict situation involving the foundation.

1I. IDENTIFICATION AND MANAGEMENT OF CONFLICT SITUATIONS

Generally, a conflict of interest may occur if an interest or activity influences or appears to influence the ability of an individual to exercise objectivity or impairs the individual's ability to perform his or her employment responsibilities in the best interests of the Association.

An individual is considered to have a potential conflict of interest when:

1. Any member may receive financial or other significant benefits as a result of the individual's position at the Association;
2. The member has the opportunity to influence the Association's granting, administrative, or other material decisions in a manner that leads to personal gain or advantage; or
3. The member has an existing or potential financial or other significant interest which impairs or might appear to impair the individual's independence in the discharge of their responsibilities to the Association.

III. SPECIFIC RELATIONSHIPS THAT MAY CREATE CONFLICTS OF INTEREST

A variety of situations, affiliations, and/or relationships may create potential conflicts of interest. Member's or employee's former employment with a prospective or actual grantee, contractor, vendor or supplier, could raise an allegation of an apparent or actual conflict of interest. Therefore, if the former employment relationship is within the last six months, the member/ employee should disclose the relationship and recuse himself/ herself from managing the grant or contract. In addition, even if the former employment relationship is greater than six months but still recent (within the 12 months), the member/ employee should disclose the relationship and be sensitive to the appearance of a conflict of interest or other impropriety.

Financial or other relationships (i.e., board member, office-bearer or other management position) by a member/ employee with a prospective or actual grantee, contractor, vendor or supplier could create the appearance of impropriety or interfere with a member's/ employee's discharge of the responsibilities on behalf of and in the best interests of the Association and the relationship should be disclosed on the employee's Conflict of Interest Questionnaire. When deciding what kind of relationships should be disclosed, consider the situation from the perspective of an outsider and whether the relationship is of such a nature that it could raise an allegation of an apparent or actual conflict of interest, and then err on the side of transparency, as disclosure helps to alleviate or avoid future misunderstandings.

IV. DISCLOSURE AND MANAGEMENT OF CONFLICTS OF INTEREST

Should an appearance of impropriety or actual conflict of interest exist, appropriate actions must be taken, which will vary depending upon the particular facts. The member/ employee involved in the conflict situation must work cooperatively with the Association to achieve a resolution of the conflict issues in the best interests of the Association. This may include the member/ employee being removed from a position of decision-making authority with respect to the conflict situation or other more serious actions, depending upon the nature of the conflict. If the conflict involves a grant or a contract being entered into by the Association, the due diligence review process must disclose the conflict and document the steps taken to address the conflict. A copy of this information must be provided to the Legal Team.

V. POLITICAL ACTIVITIES

The Association is strictly prohibited from engaging in electoral politics or lobbying activities. Association members/ employees are free to engage in these types of political activities on a personal basis provided the activities do not conflict with their ability to carry out their responsibilities or create confusion between positions or actions that are taken by them personally versus as an Association representative.

Before Association member/ employee becomes actively involved in a political campaign or activity, the member/ employee should discuss with the Legal Team appropriate actions to avoid or minimize the risk of the member's/ employee's personal actions being attributed to the Association and also review any other unintended potential impacts such activity could have on the Association. Individual political activities should only occur during off-duty hours for the employees, at the employee's own expense, and without use of the Association's name, resources, facilities, or equipment.

Similarly, the members of the Association may engage in any political activities without using the name of APSWDP. If any member or an employee is asked to sign any political advertisements or endorsements that include employment, a generic description of himself or herself should be used rather than including the name of the Association. Only the Board of Directors including the General Body of the Association can authorize the taking of any position by the Association on legislation, referenda, or the like.

VI. CONFLICT OF INTEREST UNDERTAKING

Upon commencement of employment and annually thereafter, all members/ employees must submit a "Conflict of Interest Undertaking." The members/ employees are also required to update the Conflict of Interest Undertaking whenever there has been a change in the member's/ employee's affiliations. The members/ employees must disclose all of their affiliations, as requested by the form, even if there is no current conflict of interest.

VII. INTERPRETATION

This policy cannot describe all conflicts of interest situations that may arise involving the Association. Therefore, the members/ employees must use good judgment to avoid any appearance of impropriety. Appropriate circumstances may also justify exceptions to the application of the policy. If you have any questions about this policy or its application, please err on the side of caution and transparency and seek advice from the Legal Team prior to entering into such a transaction.

VIII. USE OF LOGO

The use of APSWDP's logo by any member/employee is strictly controlled and protected. No organization/institution/agency/ member/ employee or any person shall be authorized to use the logo of APSWDP. In the case of any partner organization, permission shall be required from the Governing Body of APSWDP. At the onset of approval, the logo can be used purely for branding purposes.

“Never refuse an assignment except when there is a conflict of interest, a potential of danger to you or your family, or you hold a strongly biased attitude about the subject under focus..”

—Jessica Savitchk



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