

2020

APSWDP
MONITORING & EVALUATION
(M&E) 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

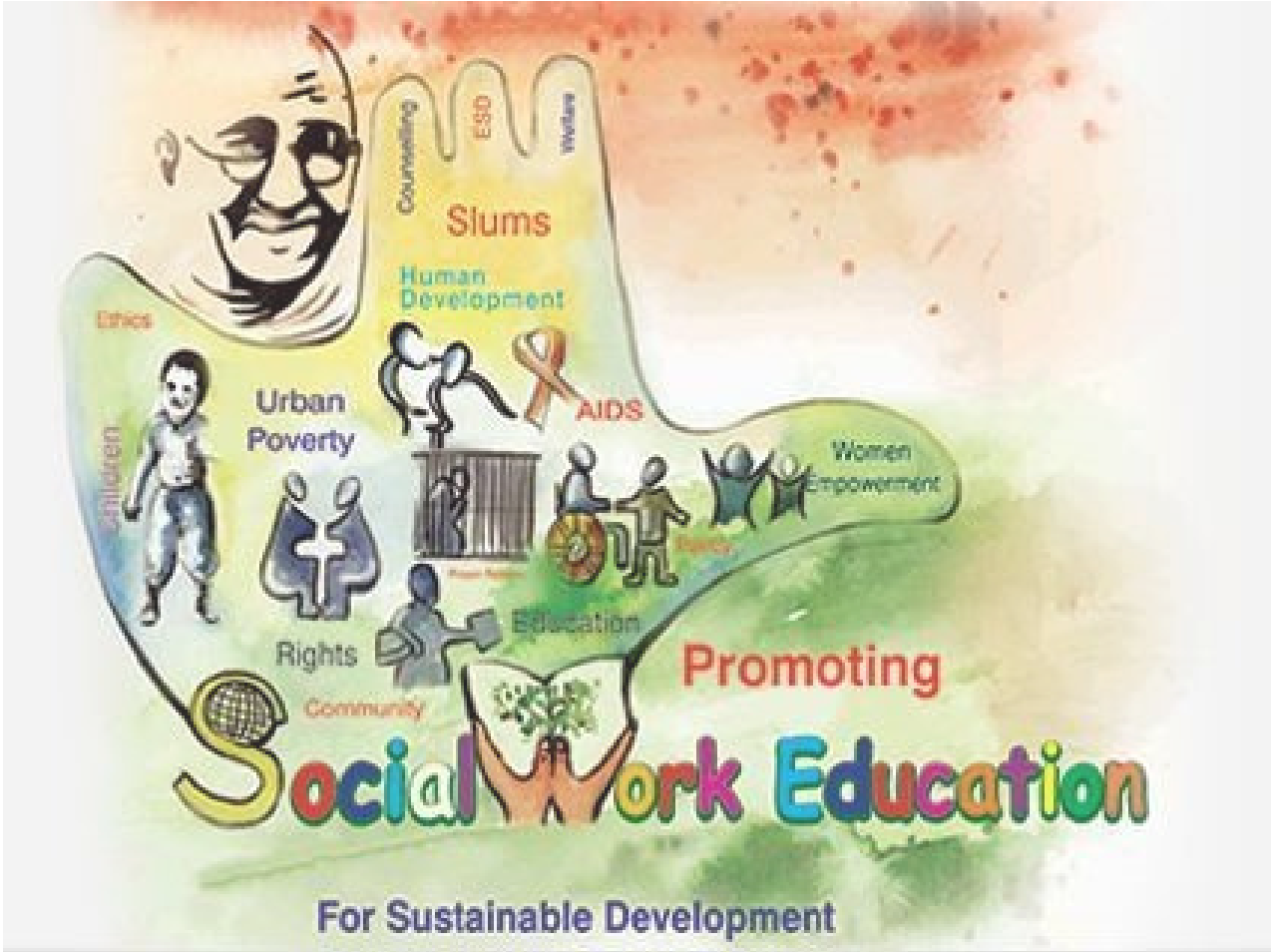


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Background

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

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

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.

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.

Monitoring & Evaluation (M&E) Policy

1. Context:

This Monitoring and Evaluation (herein after refer to as M&E) policy of Association of Professional Social Workers and Development Practitioners (herein after refer to as APSWDP) outlines the parameters and approach of programme monitoring and evaluation activities.

2. Key objectives:

This policy shall cover all programmatic interventions, including development projects and programmes implemented by APSWDP at field level specifically Capacity Building (herein after refer to as CB) and overall works and programmes conducted/implemented at global level. M&E approach covers both rights / advocacy work and service provision initiatives. Through this M&E policy, APSWDP shall strive for high-end results through the implementation of all its projects and programmes. Moreover, the endeavour shall endure and adapt the key Benchmarks with full accountability to deliver the high-end results. The M&E policy is guided by and implemented in coherence with the following key organizational initiatives taken by APSWDP:

1. Strategic Plan (2013-2015) - as the ultimate guiding document for all organizational interventions;
2. Partnership Approach to Development;
3. Partner Capacity Building Approach and Plan;

3. Scope:

APSWDP shall develop a Results Based Management (herein after refer to as RBM) system to monitor and assess the performance of its programmes based on the set Benchmarks. The M&E process is an integral part of the RBM system and a key mechanism through which the tracking, assessment and analysis of various projects and programmes results shall be recorded.

Monitoring & Evaluation (M&E) Policy

4. Accountability:

APSWDP shall safeguard the data and results with absolute accountability using four dimensions:

1. Primary/ Downward Accountability: It shall include transparent mechanism to deal with partner agencies/ donors (individual/ institutional/ organizational);
2. Internal Accountability: The management and board of APSWDP shall assure that the association is delivering to the best of its ability using its planned programming objectives and activities, in line with the strategic plan;
3. Donor Accountability: APSWDP shall meet with the commitments that are made with the partner agencies/ donors. This includes the provision of adequate and timely dissemination of information in relation to the use of funds raised.
4. Accountability to the Stakeholders: APSWDP shall collaborate with all its stakeholders (individual/ institutional/ organizations) for the implementation of projects and programmes.

5. Learning:

The M&E policy has been developed with a specific focus on organizational theory of POSDCORB, and application of data analytics using the following:

1. The design of the project or programme shall be done through its relevance, appropriateness and cost-effectiveness;
2. The delivery of the programme or project shall be based on the activities, outputs, outcomes, and in relation to its key objectives and benchmarks using SMART indicators;
3. Introduction to Knowledge Management System, Communication (based on the Johri Window model), Research and Publications using relevant methodologies, Documentation and Report writing;
4. Capacity Building of donors/ funding agencies for Knowledge Sharing and implementing reforms through Change Management.

Monitoring & Evaluation (M&E) Policy

6. Adherence to International Standards and Best Practices:

APSWDP overall approach to monitoring and evaluation shall be guided by a number of key International Standards and Best Practice approaches.

7. DAC Criteria:

In developing Terms of Reference plans for evaluations and also for monitoring visits, APSWDP has made specific reference to the 'DAC Criteria for Evaluating Development Assistance' as widely used within the development sector:

1. Relevance: The extent to which the activity is suited to the priorities and policies of the target group, recipient, and donor;
2. Effectiveness: A measure of the extent to which and aid / development activity attains its objectives;
3. Efficiency: A measurement of the programme outputs in relation to the inputs (including the cost-effectiveness, timing, and efficiency of process);
4. Impact: The positive and negative changes produced by the intervention, directly or indirectly, intended or unintended;
5. Sustainability: Establishing whether the benefits of the activity are likely to continue after funding has been withdrawn or the programme has been completed (including both financial and environmental sustainability).

8. The International Framework for CSO Development Effectiveness:

Given that effectiveness is one of the Development Assistance Committee (DAC) Criteria that APSWDP shall utilize to assess its work, the ongoing evolution of the international development projects/ programmes and to its monitoring and evaluation approach in particular. The Istanbul Principles for CSO Development Effectiveness (First Global Assembly of the Open Forum for CSO Development Effectiveness in Istanbul 2009 and subsequently endorsed at the Second Global assembly in Seam Reap in 2011) form a key reference point for the evaluation of its development work:

Monitoring & Evaluation (M&E) Policy

1. Respect and promote human rights and justice
2. Embody gender equality and equity while promoting women and girls' rights
3. Focus on people's empowerment, democratic ownership and participation
4. Promote environmental sustainability
5. Practice transparency and accountability
6. Pursue equitable partnerships and solidarity
7. Create and share knowledge and commit to mutual learning
8. Commit to realizing positive, sustainable change.

9. Updating and Review of the Monitoring and Evaluation Policy

This M&E policy of APSWDP is operational from December 2014, and will be updated on an ongoing basis as required to incorporate new developments or changes in other policies, strategies or processes within the organization. A full review of the policy will take place after four years, in April 2025.

“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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