

## ***Social Work Professional Organizations in Portugal***

Francisco Branco

Universidade Católica Portuguesa - Católica Research Centre for Psychological, Family and Social Wellbeing. Member of Installing Committee of Portuguese College of Social Workers

Maria Inês Amaro

University Institute of Lisbon- ISCTE. Currently head of the national social development department at the Institute of Social Security. Vice-President of the professional association of Social Work and former vice-president of the EASSW.

*Paper to be presented in the International Seminar in Pisa, June 27<sup>th</sup>*

### ***Social Work Professional Organizations in Southern Europe***

#### *1. The recent history of social work as a profession in the country*

Social work profession is an historical and consolidated occupation in the system of social professions in Portugal.

After some attempts to introduce social work education in Portugal in 1928 and 1934, aiming to train staff linked to juvenile justice and juvenile psychology services (Martins, 1999), it was, however, the first congress of the National Union (the political body of a single-party state), in 1934, that approved a recommendation to establish the Institutes of Social Work (ISS) in the cities of Lisbon, Oporto, and Coimbra. The ISS was implemented in 1935 with Lisbon as the first social work school in Portugal, through the initiative of the Catholic Church. In 1937, in Coimbra, the Escola Normal Social (Normal Social School) was created under the influence of the physician Bissaya Barreto, a prominent member of the social medicine movement. Despite the creation of the Lisbon and Coimbra schools, social work education was regulated only in 1939, which defined the training guidelines according to a three-year curriculum and certified the diploma and professional title of social worker. Later, in 1956, the Institute of Social Work of Oporto was created under the auspices of the Bishop of Oporto.

The institutionalisation of social work in Portugal as academic qualifying subject and as a profession took place in the socio-political context of the Estado Novo, a system of authoritarian and corporatist nature, which was averse to public intervention in the social sphere and the welfare state model that were becoming established in the more developed and democratic countries of the Western world. Social work as a profession emerged during a period strongly influenced by a corporatist orientation in the domain of social insurance as well as by a subsidiarity philosophy of the role of the state facing private initiatives in the social assistance realm. Another important characteristic of the Estado Novo was its familistic policy orientation.

With the institutional, cultural, and ideological transformations that followed the 'Carnation Revolution' on 25 April 1974, a new phase of social work in Portugal opened, shaped by the revolutionary and democratic dynamics that permeate contemporary Portuguese society and the climate of ideological and cultural freedom.

In the social policy field, despite some advances, Marcelo's Estado Social remained a rudimentary welfare system and the 'Carnation Revolution' was to be the start of a new era in the construction of a Portuguese welfare state. During this period, the social policy agenda was oriented toward democratisation and rising living standards for the working class, and public social expenditures grew significantly despite a lack of economic growth (Pereirinha & Branco, 2013).

In this new context, social work education was strongly influenced by the currents of critical and radical social work, especially the so-called reconceptualisation movement from Latin America, which led to the defence of 'Alternative Social Work', with its questioning of classical social work, and, above all, the concept of the social worker as a professional committed to the interests of excluded classes and as an agent of institutional change.

In the professional field, this orientation influenced a break with institutional work, questioning of the traditional fields of practice (social assistance, social insurance, health and private companies) in favour of the methodologies of collective action and political action through popular and social movements and the emergence of new areas of professional intervention. In a first phase, this reorientation of the professional fields accompanies the period of the revolutionary crisis (April 1974 to November 1975), through the alliance of different professional sectors with the popular movements. In a second phase, characterised by democratic and institutional normalisation, occurred the opening up of new professional fields through the broadening of the social functions of the state and political and administrative decentralisation.

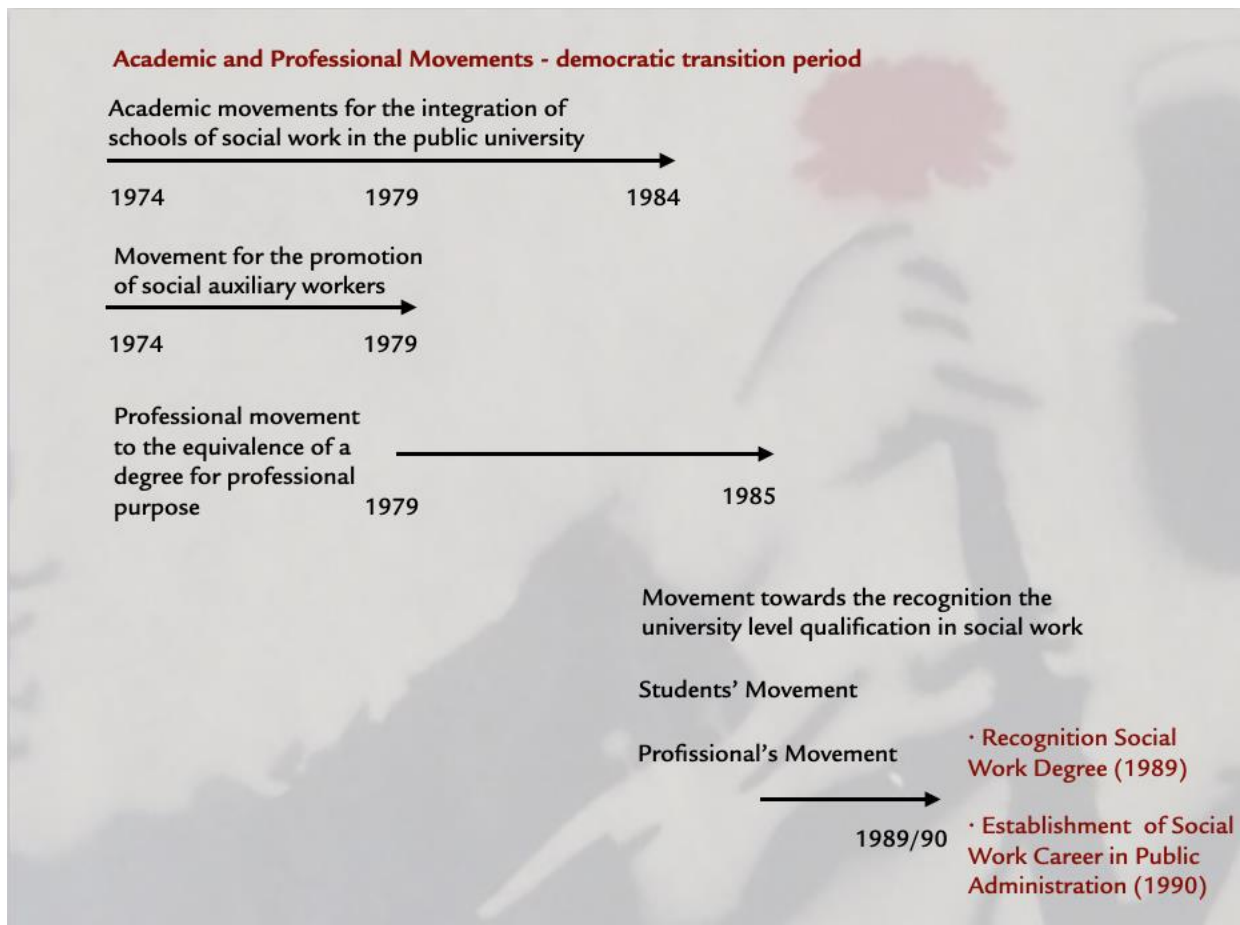
One illustration of how social workers adopted practice to influence social policy in this period concerns their involvement in the movement of parents with disabled children which led to the creation of the CERCI Movement, at national level, and developments in social support for these families (Negreiros et al., 1992). At the same time, across the country, other local social movements that led to the creation of a network of social services that provided support and public funding for children, older people, and other family services (Ferreira & Negreiros, 1978). A second example refers to the involvement of social workers in the movement for housing rights for slum inhabitants in some major cities, aiming for the rehabilitation of those urban neighbourhoods.

Among the many products of this social movement was the Ambulatory Service of Local Support, an initiative of the Ministry of Housing in 1974, which involved residents, architects, and other professionals, including social workers. It was based in local teams and developed a participatory approach for new social housing neighbourhood planning in the original localities or nearby neighbourhoods (Branco, 1979).

Other important events of this period in Portugal, with special relevance for social work education, are the movements for the integration of schools of social work in the public university sector and the recognition of university level qualification in social work. The first movement began just after April 1974 as an academic movement with very strong student engagement; it remained active for a decade until fusing with the movement to recognize the university level qualification in social work. The latter, which had its most active phase between 1984 and 1989, was preceded by several initiatives of academic development of social work such as the adoption of a 5-year study plan (1985) and the first master's degree in social work, the result of cooperation between the Lisbon Institute of Social Work and the Pontifical Catholic University of São Paulo in 1987.

This movement, which involved schools and professional organisations at national level, was, according to (Negreiros, 1999) the most significant academic-professional dynamic of social work in Portugal, and culminated with the recognition of the degree in September 1989, and the establishment of the specific career of social work in the public administration in 1990 (cf. Figure 1)

Figure 1: Academic and Professional Social Work movements, 1974-1990



Source: Adapted from (Negreiros, 2005)

One decade after, a new relevant social work professional movement was launched, to the establishment of the Social Workers Professional College. After the 1st National Congress of Social Work hold in Aveiro (May 2002), which reiterates the purpose of creation of the Social Workers Professional College, a draft of a proposed bill was formally presented to the Portuguese Parliament (2003).

This was a very long and complex process that had, as the more relevant milestone, the approval by the Portuguese Parliament the Law that create the Portuguese College of Social Works (Law nº 121/2019) (cf. Figure 2 - Portuguese College of Social Works Milestones).

Figure 2 - Portuguese College of Social Works Milestones.

Date	Event
1997/2000	National Social Work Association (NSWA) launch out the Portuguese College of Social Workers (PCSW) initiative  Drawing up the Bylaws Draft of the PCSW
May 2002	1st National Congress of Social Work (Aveiro), reiterates the purpose of creation of the Portuguese College of Social Workers
November 2002	Approval of PCSW's Bylaws by the General Assembly of NSWA
2003	PCSW's Bylaws was formally presented to the Portuguese Parliament

2005	New political cycle - Socialist Government announces the intention to revise the Professional Colleges regulation
May 2007	Petition to the Parliament, requesting the reappraisal of the proposal to create Portuguese College of Social Workers (Petition 360/X/2ª).
June 2007	Parliament discusses new Public Association Framework Law
February 2008	New Public Association Framework Law is published (Law 6/2008)  NSWA adopts measures to comply with the legal requirements of Law 6/2008 (Independent study on public interest of College constitution and adaptation of PCSW's Bylaws)
2010	NSWA promoted public hearings on the draft of Social Workers College Bylaws  National Social Work Association submitted the new Portuguese Social Workers College Bylaws to the Portuguese Parliament (October)  2nd National Congress of Social Work (Almada, November) Support for the creation of the PCSW was expressed by the IFSW, British Association of Social Workers, Federal Council of Social Work (Brazil), Consejo General de Colegios Oficiales de Diplomados en Trabajo Social y Asistentes Sociales (Spain), The Union of Professional Social Workers Talentia (Finland).  The Almada Declaration, voted in the 2nd National Congress of Social Work, reiterates the urgent need for the consecration of the Portuguese Social Workers College  NASW realised audiences with the political parties represented at the Portuguese Parliament
2011	On the World Social Work Day (15 March), the NASW promoted a sit-in at the Parliament in order to demand clarification from the Parliament on the creation of the Portuguese Social Workers College  Dissolution of Parliament and the calling of early elections (June 2011). External Assistance to Portugal by International Monetary Fund, World Bank and European Central Bank (Troika)  Reopening of the legislative procedure in Parliament with the hearing carried out by the Social Security and Labour Parliamentary Commission (October)
2012	The Council of Ministers approved a preliminary draft of the new bill on the legal regime of public professional associations in order to comply with the commitments undertaken by the Portuguese State in the Memorandum accorded with IMF, WB and ECB.
2013	The regime of public professional associations is published - Law nº 2/2013 (January)  NASW promote a new adaptation of PCSW's Bylaws according to the revised regime of public professional associations  NASW submitted the new Social Workers College Bylaws to the Portuguese Parliament (May) and realised new audiences with the political parties represented at the Portuguese Parliament

2015	<p>Socialist party presents the Bill of Law no. 896/XII that creates the Portuguese College of Social Works (May)</p> <p>Public hearing of different organisations about the Bill of Law by Social Security and Labour Parliamentary Commission (July)</p> <p>Bill no. 896/XII was rejected by the Parliament with the votes in favour of Socialist Party, Left Bloc, abstention of Communist Party, Ecologist Party and two deputies of CDS-PP, and the votes against of Right Wing Governmental Coalition Parties (Social Democratic Party and Centro Democratic Social Party ) and 2 socialist's deputies. (25th July)</p> <p>General elections for the Portuguese Parliament (October) New Government of Socialist Party with parliamentarian support of left wing (November).</p>
2016	NASW resubmitted Social Workers College Bylaws to the Portuguese Parliament (May) according with the Bill no. 896/XII (June)
2018	Bill 789/XIII from Centro Democratic Social Party (CDS/PP) and Bill 666/XIII from Socialist Party (PS) - Creation of the Social Workers College were presented at the Parliament (March).
2019	<p>A new Bill based on the PS and CDS/PP projects was approved by the Parliament with the votes in favour of PS, CDS/PP, Party Persons and Animals and four deputies of the Social Democratic Party and of the abstention of the remaining deputies (5<sup>th</sup> July)</p> <p>Law 121/2019 creating the Social Workers College is published (September)</p>
2020	Appointment of the Installing Committee of the Portuguese College of Social Workers (January)
2022	The Portuguese College of Social Workers is still not installed due to the lack of regulation of the regime of access and professional practice of social workers (June)

Sources: APSS (2019). Chronology of Portuguese College of Social Workers and OAS (2022) Memorando do Processo de Instalação da Ordem de Assistentes Sociais

Concerning the ethical dimension, for long years, APSS had been as usual procedure the adoption of the normative documents of the International Federation of Social Workers - IFSW, that was the case of the guiding document of the IFSW / IASSW «Ethics in Social Work: Principles and Values», adopted in 2004, and more recently, the Global Social Work Statement of Ethical Principles, adopted in 2018, despite the fact that these documents constitute only a general framework of principles and duties and do not predict the disciplinary regime and sanctions, a matter which is left to the national codes. It was not before 2019 that the first national code of ethics for social workers was approved by the general assembly of the Professional Association of Social Work.

The Code of Ethics for Social Work in Portugal (CDAS) was the result of a bottom-up participatory process of construction and debate launched at a national level, involving all social workers available and interested in the process. The process was organised around a “writing committee” and started with the presentation of a preamble and a general/exploratory survey on the intended contents. An

open call for suggestions was up for few months and a first version of the Code was drafted and shared with all APSS associates. A second open call was launched alongside with a series of national workshops and focus groups for the presentation and discussion of the first draft. These contributions were the basis of a second draft version of the Code, which was again sent out to all associates with an invitation and deadline for contribution. The Code was approved in October 2018 and published in January 2019. During 2019, APSS promoted the presentation and discussion of CDAS all over the country and at schools of social work and the Code is presently part of the syllabus of most Ethics curricular units of first-degree courses in Social Work.

The adoption of CDAS was part of strategy to go forward in the process of creation of a Professional College (public association) for Social Workers. Indeed, the Code has not a force of law and formally does only apply to the associates of APSS. Nonetheless, it has been a document widely accepted and adopted by professionals and acknowledged by employers. As mentioned, students are also being socialised with CDAS, as well.

The Code is anchored in the overarching documents of IFSW and IASSW and defines values, principles, and engagements of Portuguese social workers. It makes a stance on the professional acts of social work and provides clues for solving professional dilemmas. Regardless the existence of a published version, it is an open access document in a Portuguese-only version.<sup>1</sup>

## *2. The basic features of Social Work in the country*

Social Work is a small professional group when compared with the professionals of education or health, which showed, with the development of the welfare state, after Carnation Revolution, a large growth. Considering the last published data for the public sector, which allows comparison between social workers and other professional groups (1996), there were 2 571 social workers in various departments of the State, 24 360 physicians, 29 786 nurses, 129 585 kindergarten teachers and teachers in primary and secondary education. The most relevant areas of this workforce in the public sector are the fields of justice (25.4%), Social Security (24.4%) and health (21.7%), assuming also a significant expression the field of local government (13.8%)<sup>2</sup>, domain that experienced an important development after the restoration of democracy in Portugal, and particularly after 1980 (Branco, 2009, 2010)<sup>3</sup>.

Despite the absence of accurate figures regarding social workers in Portugal, we might use the projection presented by Branco (2009), based on the number of graduated social workers per year. According to that research, in 2009 the total of graduate social workers in Portugal was 14.875.<sup>4</sup>

A 2015 research work on the burnout in social workers in Portugal launched a national survey which stated that almost 60% of social workers practice in private welfare agencies and have a long-term, stable, labour contract. This representative sample showed that 24,4% of respondents work in the ageing sector, whereas 23,5% do community work protection (Ribeiro, 2015).

---

<sup>1</sup> Available at [https://www.apss.pt/wp-content/uploads/2018/12/CD\\_AS\\_APSS\\_Final\\_APSS\\_AssembGeral25-10-2018\\_aprovado\\_RevFinal.doc-1-converted-1-C%C3%B3pia.pdf](https://www.apss.pt/wp-content/uploads/2018/12/CD_AS_APSS_Final_APSS_AssembGeral25-10-2018_aprovado_RevFinal.doc-1-converted-1-C%C3%B3pia.pdf)

<sup>2</sup> RGFP – Recenseamento Geral da Função Pública, 1996 and Direcção-Geral da Administração e do Emprego Público – A Década, o Emprego Público em Números, 2009.

<sup>3</sup> These data are prior to implementation in Portugal of social policies with a significant impact on employment of Social Workers, as exemplified by the Guaranteed Minimum Income (1996), whose impact on the recruitment of social workers, as referred, was significant.

<sup>4</sup> The projection was based on the following sources: Martins & Coutinho (1995), Martins & Tomé (2008) and the Estatísticas do Ensino Superior (GPEAR/MCTES).

According to recent research launched in 2017 based on an online questionnaire aiming to cover the universe of social workers in Portugal <sup>5</sup> (Carvalho et al., 2020), the main fields of activity are, as showed in the Table 1, are the Social Security (42,7%), Health (23,5%), Education (14,4%).

Table 1: Social Work Fields of Activity, 2017

Fields of activity	N	%
Social Security	1 039	42,7
Health	572	23,5
Education	352	14,4
Housing	186	7,6
Employment	164	6,7
Justice	117	4,8
Other	6	0,2
Total	2 436	100

Source: Carvalho (2020, p. Table 4.7)

The study didn't restrain the question to the main field of activity, considering the areas of social policy / public policy, but was formulated as multiple question allowed the respondents to identify more than one area of social policy related with their occupation. For this reason, the total is higher than the number of valid questionnaires and does not reflect the more accurate distribution regarding social workers in Portugal by social policy sectors of activity. Despite this methodological aspect, the results provide a very close picture confirming that the Social Security and Health represents around 2/3 of the workforce of Social Work in Portugal.

According to the referred study, the non-profit organizations (NPO) is the more important field of labour for social workers, representing 53,6% of the respondents, the public sector appears as second main sector with 33,8% of social work occupations, and the private organizations as 5,5%. This is seemingly in line with the analysis of (Branco, 2009) that the Non-Profit Organisations (NPO) constitute today the more important field of labour for social workers, since these entities constitute a major social services provider<sup>6</sup>, particularly in the field of social responses to the elderly and for children. Through the existence of cooperation agreements with the State, the technical direction of these NPO must be taken by a social worker or, at least, have to include social workers in the staff. More recently, the creation of the National Network of Integrated Long-Term Care, which articulates the areas of health and social security, also contributed to make the NPO sector the largest employer of social workers in Portugal, clearly outperforming public employment. Indeed, the expansion of public social policies and the development of the network of social services by the NPO contributed to the consolidation of social work as profession in Portugal, however, the

<sup>5</sup> Were obtained 1 817 questionnaires and validated 1 645, number that constitutes, in terms of dimension, a representative sample of the universe of social workers in Portugal, considering an estimated social work population of 20 000 (cf. Carvalho, 2020, pp. xi-xv).

<sup>6</sup> According to the Social Charter of 2009, published by the Ministry of Social Security and Labour, 83.4% of social services in Portugal was the property of Private Institutions of Social Solidarity.

strong historical connotation and representation of the current social protection policies in Portugal as policies and practices of assistencialism have affected its prestige. So particularly marked in the present, and similarly to what happens in other countries (cf. Payne, 2007), the professional prestige of social workers has suffered severe erosion due to criticism of media, particularly for their alleged inefficiency in situations related with protection of children, without the corresponding statement of social workers in the public sphere.

In the area of Social Security, it can be stated that while acting for the design and evaluation of programs, the predominant functions of social workers are in the sphere of direct psychosocial intervention and in child protection system (child welfare).

In the Health sector, the more relevant function of hospital social workers is the social discharge planning, consisting in the assessment of different barriers and threats to reintegration, rehabilitation and/or long-term care and the articulation with the community and health care network. In the field of primary health care, the relevant functions are located in the areas of prevention and health education, humanisation of services and the role of social advocacy, which is directly related to their responsibilities in the coordination of the Office of wearer structure present in primary health services and hospital and to whom is committed the management and treatment of complaints of users of health services. However, this is a function that, in fact, has not been valorised in the practice.

In the realm of Justice, without prejudice to the exercise of functions of direct intervention, the essential nature of the functions performed in this area, especially in the services of probation, lies in technical advice, consisting specifically in reporting social diagnosis, prognosis and evaluation of unaccompanied minors, defendants, victims, and their families.

In the area of Local Government, the functions performed by these professionals are located primarily in the design, promotion, and evaluation of social development programs, with particular emphasis on the networks of social services, promotional and educational projects, usually in partnership with public local services and the network of local social agents.

In this context of Non-Profit Organisations, these professionals perform mostly technical management functions of these structures of social solidarity and are therefore responsible for the coordination and administration of social services, with particular focus in the areas of disabled, children, elderly, homeless, among others.

Child protection is also an important field for social workers in the different levels of the system. Social work is present in the child protection commissions, in the technical support for court decisions, in providing foster care and in adoption process.

### *3. SWPOs in the country: basic features*

The Professional Association of Social Work (APSS), established in January 1978 as a non-profit association, has been, just to the present, the main associative structure of social workers in Portugal. Since 1997, the APSS has developed a process leading to its establishment as the Professional Association of Public Law, considered a strategic dimension to the organization and professional status of social workers in Portugal.

Alongside the APSS, there are other professional organizations, including the National Trade Union of Professional Social Work and some associations of scientific and cultural scope as AIDS - Association for Research and Debate in Social Work, and the Scientific Society of Social Work, an association of the doctorates in Social Work. None of these organisations succeeded in maintaining regular activity and vitality.



The National Union of Professional Social Work (SNPSS) was a union, based in Lisbon, which action is focused on collective contracting in different sectors of professional activity as well as participation in the elaboration of legislation and employment regulations. Founded in 1950, the SNPSS came to know, in the last decades, difficulties in sustaining its activity due to the presence of important sectorial unions covering relevant areas of activity of social workers in Portugal, having been dissolved a few years ago. It was re-established by 2015, but again lost its capacity.

The APSS is the organization most representative of the profession, although it faces significant difficulties in carrying out its mission due to the organic low capacity of Portuguese social workers and their fragile spirit of association. In terms of active membership, the number of members of the APSS will represent 15% of the workforce in the labour market.

#### 4. SWPOs in the country: their relevance in the recent critical junctures

In the wake of the 2008 financial crisis, there has been a strong retrenchment of social policies, characterised by a contraction in public social spending and the regression of social rights. Moreover, it has seen a growing emphasis on antipoverty practices and social policies that are based on notions of traditional social assistance, with its emphasis on discretionary practices.

Despite the very major raft of restrictive measures and cuts in pensions, unemployment benefits and family allowances, among others, probably the most significant expression of this reversal in social policy took place in the field of social assistance where an extra selective orientation was adopted with the successive reinforcement of means-testing in 2010 and 2012.

In this period there is no visible significant evidence of the involvement of social workers in social policy practice in Portugal. Nevertheless, it is possible to refer to some areas of social policy where the intervention took place, especially in primary health care, based on the action of the Primary Health Care Interest Group of the Social Work Professionals Association (APSS). The goals of this action were, on the one hand, to support and contribute to the reform of primary health care in Portugal, on the other hand to influence the organisational regulation of social work in the health care field. Then, one first statement *APSS contribution to the debate on the Primary Health Care Reform* was adopted in September 2005, in the context of public discussion of this proposal and, one-second statement *APSS position of Social Work in Health Centres Organization*, in October 2008. This process, although influenced by issues of professional interest has also been focused on improving the health policy, constitutes an interesting movement with different initiatives and debates.

As it can be observed, without prejudice of other forms of policy action adopted by the social workers, which is not possible to gather without more systematic research, one of the main features of this movement is characterised by its affiliation with the social workers association (APSS), using proxy as the main strategy to influence social policy in Portugal (Gal & Weiss-Gal, 2013).

This same characteristic can be observed after the outbreak of the financial and economic crisis of 2008 and the austerity measures and the reflux of social policies. On several occasions and through different channels of communication, social workers expressed the need of APSS adopts statements against the impacts of the economic and social crisis on service users and the advocacy of adequate social policy measures related with impoverishment, unemployment and social vulnerability. Corresponding to these requests APSS assumed two important interventions. The first one, known as *Almada Statement*, was adopted in the context of II National Congress of Social Work (November 2010) and, the second-one *The APSS against aggravated austerity measures* (October 2012), a

position that reflects the Portuguese situation but also follows the recommendations adopted by the IFSW in April 2012.

This predisposition to collective stance and the lack of one more individual policy action seems to be influenced, either by the conditions of the labour market for social workers in Portugal in current times, marked clearly by the precariousness and weak regulation, either, in a broader sense, by the social policy trends and its consequences for social work. In this last plan, related to activation, one of the most paradigmatic characteristics of the new policy framework, the social work intervention is becoming more and more confined to the instruction and development of administrative processes and its practice is becoming to a greater extent more instrumental than substantive and concerned with the results rather than with processes (Branco & Amaro 2011: 11). Paradoxically, despite the growing relevance that assumes in the current context the impact of structural social problems and social policy reconfiguration on welfare services, social workers are submitted to a one harder administrative, managerial, and bureaucratic regime that tend to erode its political dimensions.

Another important dimension that should be considered refers to the structural change in the social work workforce and its effects on social policy practice. As already mentioned, the Non-Profit Organisations (NPO) constitute today the more important field of labour for social workers and this turning point in the social workers work force from the public sector to non-profit organizations can take several implications to social policy process by the social workers.

The Portuguese experience is convergent with the strengths and weakness recognised to the NPO on social care provision <sup>7</sup> and follows the tendencies pointed out by (Bode, 2006) relatively the fuzzy character of voluntary agencies, but these circumstances haven't an immediate translation to social policy practice, namely if we are thinking on social work policy practice. At this level, the prominence of voluntary sector may have different impacts. On the one hand, the contractual relationship with the NPO on social care realm operates a decentralisation, lower stiffness and a higher proximity of leaders and may potentiate social work policy practices at organisational and local level <sup>8</sup>. On the other side, this process implies a significant dispersion of the workforce across small and medium-scale organisations, and geographically, with a more unipersonal-based professional exercise that does not seem to favour social work policy initiatives at national level.

The pandemic years have been of an enormous stress and pressure for social works, who are part of the frontline professionals dealing with the social dimension and suffering of the crisis. APSS, in its capacity, tried to promote some support for professionals, either by promoting debate and collective reflexion spaces, as well as presentation of good practices among social workers. Also, APSS produced and disseminated some guidelines for the intervention of social workers during the pandemic, such as:

- Emergency plan for social work in the health sector.
- Guidelines for on-line work for social workers in public health emergency situations.
- Guidelines for COVID 19 intervention – Social work in drug addiction and dependency teams.

---

<sup>7</sup> On the one hand, advantages in the production of goods and services, lower bureaucracy and stiffness, increased personalisation of relations, lower information asymmetry, care for people at higher risk, potential participation and innovation. On the other hand, difficulties in securing in philanthropic basis the stability of services (philanthropic failure), concentration problems and restricted groups (philanthropic particularism), non-recognition of social rights (philanthropic paternalism), volatile and non-professional services (philanthropic amateurism) and risks for a universal protection (Among others: Enjolras 1995; Salomon 2000).

<sup>8</sup> An interesting research topic could be to analyse the experience of the Rede Social (*Social Network*) a structure of local policy coordination, implemented in 1998. *The Social Network is a program that encourages local authorities and public or private entities working in the field of social action to combine their efforts to prevent, alleviate or eradicate poverty and exclusion and promote local social development by working in partnership.* (cf. <http://www4.seg-social.pt/a-rede-social>).

- Guidelines for COVID 19 intervention – Mental health in an hospital environment.
- Guidelines for COVID 19 intervention – Social work in NPO's.

These initiatives constituted an unprecedented effort of APSS to provide technical support to social workers in the field while facing an unknown pandemic situation.

## References

- APSS (2019). Chronology of Portuguese College of Social Workers available on <https://www.apss.pt/ordem-doas-assistentes/>
- Bode, I. (2006). Disorganized welfare mixes: voluntary agencies and new governance regimes in Western Europe. *Journal of European Social Policy*, 346-359.
- Branco, F. (1979). Elementos para a história do movimento dos bairros de lata e bairros pobres do concelho de Lisboa - 25 de Abril 74/Março 77. *Cadernos Intervenção Social*, (2), 132-170.
- Branco, F. (2009). *A Formação de Assistentes Sociais em Portugal: Breve perspectiva histórica e análise curricular da formação superior em Serviço Social pós reforma de Bolonha* [Working Paper 1/2009]. CESSS.
- Branco, F. (2010). A Profissão de Assistente Social em Portugal. *Locus Social*, 3, 61-89.
- Carvalho, M. I. (Ed.). (2020). *Ser Assistentes Social. Retrato(s) da profissão*. Pactor.
- Direcção-Geral da Administração e do Emprego Público – A Década, o Emprego Público em Números, 2009.
- Enjolras, B. (1995). *Le marché providence. - Aide à domicile, politique sociale et création d'emploi*. Paris: Desclé de Brouwer.
- Ferreira, G., & Negreiros, M. A. (1978). *Contributos para uma análise da capacidade/operacionalidade das organizações populares de base*. IFAS.
- Gal, J., & Weiss-Gal, I. (Eds.). (2013). *Social Workers Affecting Social Policy: An International Perspective*. Policy Press.
- Ministry of Social Security and Labour (2009). *Social Chart*. Lisboa
- Martins, A. e Tomé, R. (2008). O Estado Actual da Formação em Serviço Social em Portugal - problemas e desafios à organização profissional. 19ª Conferência Mundial de Serviço Social, IFSW e CFESS, Brasil, Salvador da Bahia.
- Martins, A. (1999). *Génese, Emergência e Institucionalização do Serviço Social Português*. Fundação Calouste Gulbenkian.
- Martins, A. e Coutinho, M. (1995). Le Travail Social au Portugal. *Vie Sociale*, 4, 42-59.
- Negreiros, M. A. (1999). *Serviço Social uma Profissão em Movimento. A Dinâmica Académico-Profissional no Portugal pós-74* [Pontifícia Universidade Católica de São Paulo]. São Paulo.
- Negreiros, M. A. (2005). A Construção social de uma profissão: Serviço Social, conflito e mudança. In U. Karsh (Ed.), *Estudos do Serviço Social Brasil e Portugal II* (pp. 25-63). PUC-SP EDUC.
- Negreiros, M. A., Queirós, M. J., & Andrade, M. (1992). *A construção do conhecimento no Serviço Social em Portugal: 1974 – 1978*. . ISSSL, Departamento de Pós-Graduação.
- OAS (2022) MEMORANDO do Processo de Instalação da Ordem de Assistentes Sociais available on <https://www.ordemassistentesociais.pt/v0J0G/memorando>
- Pereirinha, J., & Branco, F. (2013). Uma abordagem Histórica dos Padrões de Rendimento Mínimo em Portugal. *Ler História*, 64, 55-84.
- RGFP – Recenseamento Geral da Função Pública, 1996
- Ribeiro, S. (2015). *Os assistentes sociais e o burnout em Portugal*. Tese de Doutoramento em Serviço Social, UCP.

Salamon, L. et al. (2000). *Social Origins of Civil Society: An Overview*. Working Papers of the Johns Hopkins Comparative Nonprofit Sector Project, no. 38. Baltimore: The Johns Hopkins Center for Civil Society Studies.

### *Bibliography*

Branco, F. (2018). Social Work Education: The Portuguese Story in a Local and Global Perspective.

*Practice*, 30 (4), 271-291. doi:10.1080/09503153.2018.1485144

Branco, F. (2017). Social Work Academia and Policy in Portugal. In J. Gal & I. Weiss-Gal (Eds.),

*Where academia and policy meet. A cross-national perspective on the involvement of social work academics in social policy* (pp. 117-132). Bristol: Policy Press.