

ENDING VIOLENCE AGAINST CHILDREN REQUIRES A STRONG SOCIAL SERVICE WORKFORCE

Social Service
Workforce
Webinar Series

27th Webinar

September 27,
2018



Dr. Catherine Maternowska
Advisor, Data, Evidence and Learning
Global Partnership to End Violence against
Children

Moderator

AGENDA

- **Momentum and opportunity: Strengthening the social service workforce**
 - Dr. Howard Taylor, Executive Director, Global Partnership to End Violence against Children
- **Recent advocacy efforts to ensure the social service workforce is backed by adequate political, financial, technical and moral support**
 - Amy Bess, Director, Global Social Service Workforce Alliance
- **Protection of children in Montenegro from violence through strengthening the social service workforce**
 - Nela Krnic, Child Protection Officer, Montenegro
- **Strengthening the social service workforce in Tanzania through the National Plan of Action**
 - Sebastian Kitiku, Head of Social Services Delivery, Policy Forum and Officials from President's Office-Regional Administration and Local Government
- **Strengthening the social service workforce for child protection**
 - Kirsten Di Martino, Senior Advisor, Child Protection, UNICEF
- **Q&A**
 - Moderator: Dr. Catherine Maternowska, Advisor, Data, Evidence and Learning, Global Partnership to End Violence against Children

End Violence

Momentum and Opportunity: Strengthening the Social Service Workforce

Dr. Howard Taylor, Executive Director
September 2018

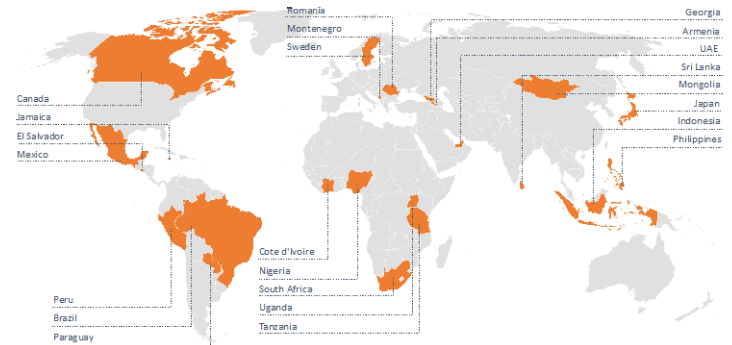


Momentum and Opportunity



DISCRIMINATION

SHAME FEAR HARASSMENT
SEXISM #MeToo RAPE
ASSAULT INTIMIDATION
SILENCE HELPLESS



End Violence Strategy 2019-2021

VISION 2030: A world in which every child grows up safe and secure

GOALS:

AMBITIOUS AND INSPIRATIONAL GOALS TO BE DEFINED

OBJECTIVES:

GROW DEMAND FOR CHANGE

MOBILIZE NEW RESOURCES

EQUIP PRACTITIONERS

Catalyze a **global movement** to raise awareness, increase understanding, change thinking, and provoke action

Make a compelling **investment case** and mobilize **resources** for everyone working to end violence, including through the End Violence Fund

Identify and share **solutions, expertise** and **resources** to all those working to end violence

ACTIONS:

- Grow & diversify the Partnership
- Increase the number of countries
- Launch Safe to Learn campaign

- Publish EVAC investment case
- Evolve the End Violence Fund
- Mobilize \$

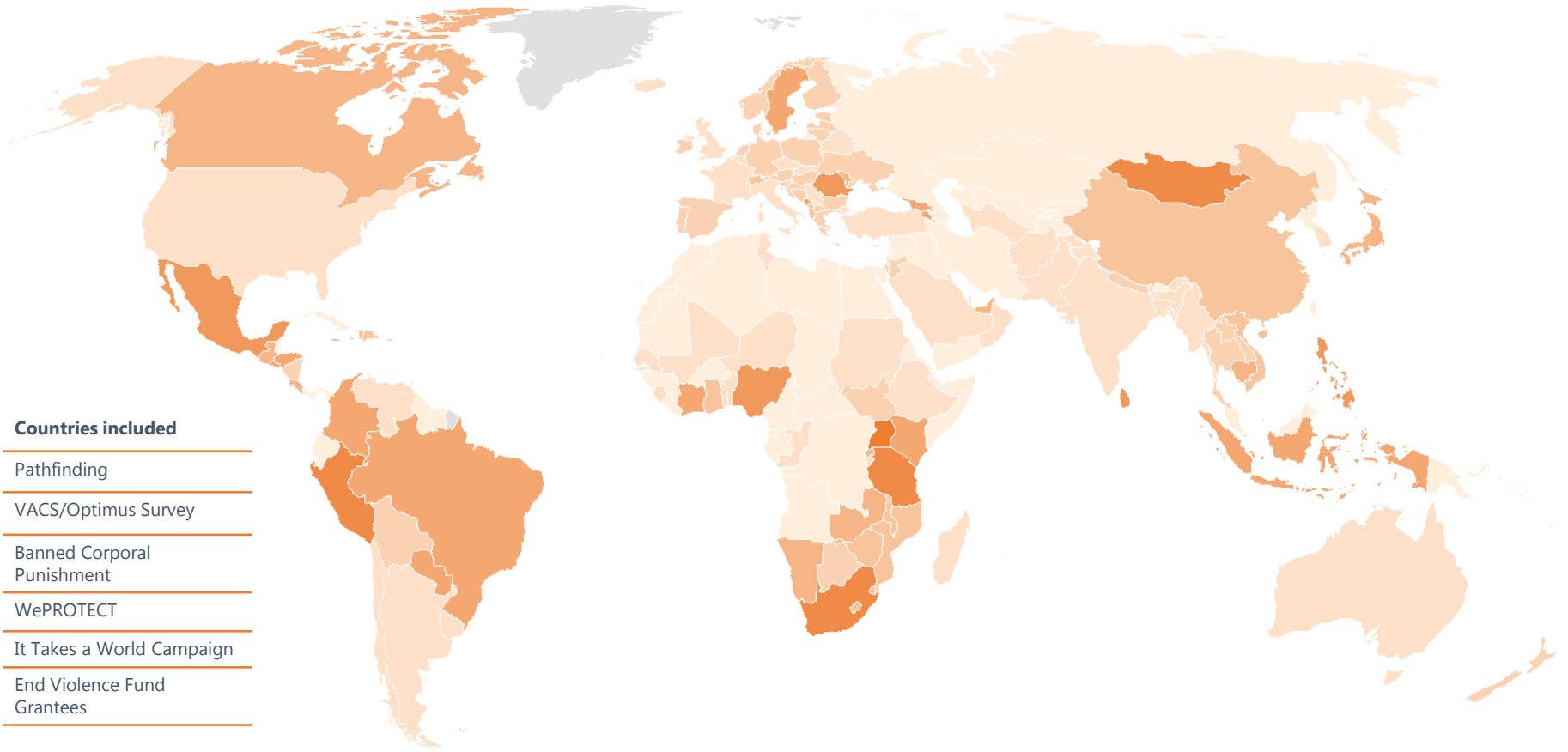
- Promote INSPIRE solutions
- Broker access to knowledge & expertise
- Invest from the End Violence Fund

KPIs + Underlying Business Model

Momentum: Pathfinding Countries



Momentum: Pathfinding Countries +



Country action for ending violence against children

Why become a Pathfinder country?



Access resources and technical expertise.



Learn from others and showcase best practices.



Be part of something bigger: link across sectors, constituencies, and geographic locations.



Amplify national, regional and global voices and efforts through joint advocacy initiatives.



Shape the agenda by making the investment case and mobilizing new resources.



Be acknowledged globally through the Partnership's media channels and events.

Country action for ending violence against children



Key actions to strengthen the Social Service Workforce

- In National Action Plans, promote policy and legislation on SSW
- In National Action Plans, define types, function and ratios
- Encourage multisectoral collaboration, e.g. education and justice
- Support curriculum and standard setting
- Support creation of posts in national civil service
- Support career development and progression



GLOBAL
SOCIAL SERVICE WORKFORCE
ALLIANCE

Improving the workforce. Improving lives.

**RECENT ADVOCACY EFFORTS TO
ENSURE THE SOCIAL SERVICE
WORKFORCE IS BACKED BY
ADEQUATE POLITICAL, FINANCIAL,
TECHNICAL AND MORAL SUPPORT**

Amy Bess

September
2018

WHO IS THE SOCIAL SERVICE WORKFORCE?

The **social service workforce** is defined as paid and unpaid, governmental and nongovernmental professionals and paraprofessionals working to ensure the healthy development and well-being of children and families. The social service workforce focuses on preventative, responsive and promotive programs that support families and children in our communities by:

- alleviating poverty
- reducing discrimination
- Providing and facilitating access to needed services
- promoting social justice
- preventing and responding to violence, abuse, exploitation, neglect and family separation

Social service workers are key implementing actors on the ground. They work in collaboration with allied professionals.

ACHIEVING THE SDGs REQUIRES A STRONG SOCIAL SERVICE WORKFORCE

HOW TO ACHIEVE THE SUSTAINABLE DEVELOPMENT GOALS? STRENGTHEN OUR SOCIAL SERVICE WORKFORCE.

Failing to strengthen the workforce means wasting valuable resources. A well-planned, well-developed, and well-supported workforce is better equipped to respond to multiple challenges in our communities and ensure the positive impact of investments in social issues.

A strong social service workforce is comprised of paid and unpaid, governmental and nongovernmental workers who ensure the healthy development and well-being of children and families worldwide.



sustainabledevelopment.un.org

United Nations Sustainable Development Goals



ADDRESSING HEALTH CHALLENGES



SDGs: **3**

Fact: An estimated 36.7 million people worldwide were living with HIV at the end of 2015.¹

Example Action: In countries such as Uganda, social service workers help to fill gaps between health facilities and community-based care. The success of referrals to HIV-related health services increased from 50% in some settings to an average of 85%.²

SUPPORTING REFUGEES AND MIGRANTS



SDGs: **10**
16

Fact: Worldwide, nearly 1 out of 40 children have been uprooted from their home.³

Example Action: Unaccompanied children in the UK, Zambia, and Mexico are assigned social workers who are well-trained to understand their needs and rights and can ensure access to safe solutions and services.³

ENSURING CHILD WELL-BEING



SDGs:

4
5
8
11
16

Fact: Approximately, one billion children worldwide have experienced physical, sexual or psychological violence in the past year.⁴

Example Action: Parenting programs, such as a 12-week session implemented by local well-trained child care workers in South Africa, result in reported reductions in child abuse and parental stress.⁵

CALL TO ACTION

By strengthening the social service workforce, policy and decision makers empower the people who will make our Global Goals a success.

Visit socialserviceworkforce.org to learn more about how you can strengthen the social service workforce.



¹WHO, Global Health Observation data, <http://www.who.int/gho/hiv/en/> ²The Bantwana Initiative <http://bantwana.org/what-we-do/our-model/> ³UNICEF (2016). Uprooted. The growing Crisis for Refugee and Migrant Children. ⁴WHO, Violence and Injury Prevention, http://www.who.int/violence_injury_prevention/violence/inspire/en/ ⁵Cluver, L. et. al. (2016). Reducing child abuse amongst adolescents in low- and middle-income countries: A pre-post trial in South Africa.

A CALL TO ACTION FOR STRENGTHENING THE WORKFORCE

Call to Action: Strengthening the Social Service Workforce to Better Protect Children and Achieve the SDGs

We must work together to improve protection, health and well-being outcomes for children, youth, families and communities as outlined in the Sustainable Development Goals. These outcomes will only be achieved with a strong social service workforce backed by political, financial, technical and moral support. We, the undersigned, call on national and local governments, in coordination with national and global partners, to strengthen the social service workforce.

The following organizations support this Call to Action:



CALL TO ACTION NEXT STEPS – COUNTRY LEVEL

Country Level Actions

We call on relevant state governments to initiate, lead and engage in dialogue with partners to:

- 1) Develop or enhance a *national level, government-led workforce leadership group*
- 2) Assess the current status of workforce data and need for *workforce mapping*
- 3) Develop a *national workforce strengthening strategy*
- 4) Obtain *funding and commitments* to implement the strategy and track progress.
- 5) Commit to the importance of *monitoring, evaluating and reporting*

CALL TO ACTION NEXT STEPS – COUNTRY LEVEL

Global Level Actions

We recommend the following actions, as members and partners of the Global Social Service Workforce Alliance:

- 1) Contribute to *knowledge exchange* and building the evidence base
- 2) Increase availability and access to *funding*
- 3) *Advocacy*

ADVOCACY TOOLKIT

Global Advocacy Toolkit for the Social Service Workforce



www.socialserviceworkforce.org/resources/global-advocacy-toolkit-social-service-workforce

Develop your advocacy objective(s)

As a first step, identifying and analyzing the challenges and the policy issues will help you develop your advocacy objectives. This analysis can be based on recent research findings, policy changes, or general challenges the social service workforce is facing. Here you can add your advocacy objective(s) and indicators.

Advocacy goal	Bring greater political and programmatic priority for strengthening the social service workforce
Advocacy objective 1	
Advocacy objective 2 (optional)	
Outcome indicator long-term	
Outcome indicator short-term	
Data sources for monitoring and evaluation	

10 tips for writing and pitching an op-ed

The opinion section—op-eds and letters to the editor—in a publication are devoted to personal comments and opinions. Opinion editors aren't looking for a full analysis of a situation. They want a compelling viewpoint and an argument to inspire debate and challenge opinions. Opinion editors aren't looking for pieces that just sell a specific organization or solution—so resist the temptation to focus only on your own work and provide a view that can be applied more generally to the issue.

1. Do ready news
Getting an op-ed is about 50% link your real headline.

Monitor & evaluate

By noting your advocacy objectives and indicators, you can monitor and evaluate any significant change you have achieved through your advocacy outreach. By collecting data constantly throughout your outreach, you can adjust messages according to what resonates best with the target audience.

Advocacy goal	Build greater political and programmatic priority for strengthening the social service workforce	
What are your objective(s)?	What are the long-term indicators?	What are the short-term indicators?

Best Practice for Social Media Campaigns

1 USE PHOTOS TO TELL STORIES

Visual content gets 94% more views and 150% more retweets. Use photos and infographics to tell visual stories. Photos should be properly sized to ensure their message is not lost in the image preview and can engage the audience without clicking.

The tools

How you can select the best tools fitting your advocacy outreach. The list below is a summary of those mostly commonly used. Check only the tools you plan to use during your advocacy outreach.

Focus	Medium	Choice of advocacy tool(s)
	Article	<input type="checkbox"/>
	Op-ed	<input type="checkbox"/>
	Blog entry	<input type="checkbox"/>
	Social media engagement	<input type="checkbox"/>
	Presentation	<input type="checkbox"/>
	Panel discussion	<input type="checkbox"/>
	Event participation	<input type="checkbox"/>
	Phone call	<input type="checkbox"/>
	Report	<input type="checkbox"/>
	Policy brief	<input type="checkbox"/>
	Case study	<input type="checkbox"/>
	Newsletter	<input type="checkbox"/>
	Email campaign	<input type="checkbox"/>
	Film	<input type="checkbox"/>
	Picture	<input type="checkbox"/>
	Infographic	<input type="checkbox"/>
	Illustration	<input type="checkbox"/>

THE ALLIANCE AMBASSADOR PROGRAM

WWW.SOCIALSERVICEWORKFORCE.ORG/ALLIANCE-AMBASSADOR-PROGRAM

Raise awareness of and support for the social service workforce

- Cultivate relationships locally, nationally and regionally in order to champion social service workforce strengthening efforts
- Inform strategy and influence national policy to develop, plan and support this workforce
- Promote and participate in events
- Disseminate information; keep Alliance members informed of innovative practices, regional news and events



JOIN US

Our Members

Our global network of members is exchanging promising practices and sharing innovative tools. See how.



www.socialserviceworkforce.org/membership



PROTECTION OF CHILDREN FROM VIOLENCE THROUGH STRENGTHENING THE SOCIAL SERVICE WORKFORCE

EXPERIENCE OF MONTENEGRO

Nela Krnić, Child Protection Officer

UNICEF Montenegro

September 27th, 2018

MONTENEGRO'S PARTICIPATION IN GPEVAC



- Montenegro became a Pathfinding Country for the Global Partnership to End Violence against Children in 2017
- Inter-ministerial high level body on VAC established in 2016
- Work of OMT presented at the Solutions Summit in Stockholm in February 2018

Montenegro

Lead Institution: Ministry of Labour and Protection of Children
Minister: H.E. Kemal Purina
Pathfinding Country since: 2017

During the last decade the government intensified its political efforts to protect children and prevent any form of exploitation. Shifting social norms, revising both legal and institutional frameworks, and including the private sector in the process.

The government recently adopted the Law on Protection and Protection of Children in 2017 to achieve a more comprehensive approach to child protection. With the same aim, in Montenegro was amended, including corporal punishment.

In January 2016, the government established an inter-ministerial body for the protection of children from violence and neglect in 2016. OMTs, team members drawn from different sectors: healthcare professionals, lawyers, police, psychologists all work together to provide in need – usually children suffering extreme violence.

In 2017, prescriptive measures were taken to protect abusive parents in order to break the violence and were translated into legislative which were displayed nationally. In February 2017 by the Minister of Labour and Protection of Children.

OMTs are coordinated by Centres for Social Work of the Ministry for Labour and Social Affairs across Montenegro. Currently, 17 OMTs exist in 22 municipalities.

OMTs meet twice a month, pooling knowledge and support in particularly difficult cases. Child protection workers are on the frontline of child protection – carry out meetings.

INSPIRE

- ✓ Implementation of Law
- ✓ Norms and Values
- ✓ Safe Environments
- ✓ Parent and Caregiver Support
- ✓ Income and Economic Strengthening
- ✓ Response and Support Services
- ✓ Education and Life Skills

Multidisciplinary teams now safeguard Montenegro's most vulnerable children

Uniting sectors has broken new ground in the country's efforts to safeguard its young

At the turn of the millennium, Montenegro was struggling to deal with the most complex child maltreatment.

Approaching violence from any single sector would have been insufficient. The Director of the Child Protection in the Ministry of Labour of Montenegro, "Violence is an intersection of a child's victim, they often need physical support from the health sector, sometimes assistance, and they almost always need of the education system."

"We wanted each sector to work around it, traumatised children travel to the health sector, and whatever other services they need."

In response, Montenegro established its first Operational Multidisciplinary Teams (OMTs) from violence and neglect in 2016. OMTs, team members drawn from different sectors: healthcare professionals, lawyers, police, psychologists all work together to provide in need – usually children suffering extreme violence.

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Montenegro

CRC selected recommendations from October 2016:

1. The adoption of a new National Plan of Action for Children in light of the Convention and the ratified Protocols;
2. The implementation of an Anti-Violence Strategy for the reduction of child abuse/violence, which stresses the need to utilize awareness campaigns;
3. The augmentation of the quality of the school in terms of interactive teaching methods, better equipment of school and acknowledgement of child violence.

Political will and coordination The Government recently adopted the first-ever Strategy for the Prevention and Protection of Children from Violence 2017-2021 to achieve a Montenegro free of VAC. With the same aim, in 2016, the Family Law of Montenegro was amended, prohibiting all forms of VAC, including corporal punishment. In January 2016, the Government of Montenegro initiated annual high-level inter-ministerial meetings on the protection of children from violence and exploitation, with the objective of fostering intersectoral cooperation, facilitating dialogue on the problem at the highest political level and directing government policy in this area. Reiterating the Government's commitment to end VAC and to promote systematic efforts to prevent it, a multi-year campaign, End Violence, was launched by the Prime Minister of Montenegro in July 2016. The first phase addressed online violence, while the second phase, initiated at a high-level conference in February 2017, focuses on family violence and all forms of childhood adversity. This conference, as well as public talks about children and parents held in 22 of 22 municipalities, sparked a public debate on the protection of children from all forms of violence.

Consultation Montenegro's national Action Plan 2017-2021 to prevent and protect children from violence was developed through multi-stakeholder, multisectoral consultations that included the Government, UNICEF, NGOs, academia, the media and youth networks.

Data collection The first survey on adverse childhood experiences was carried out in 2015; it reported a high prevalence of violence and other adversity in childhood at a policy dialogue supported by WHO. In the same year, the research institute Ipsos carried out a survey on the awareness, attitudes and practices of VAC. In 2016, the SOS helpline for women and children victims of violence in Montenegro, the Centre for Women's Rights and UNICEF conducted a similar survey among the public related to VAC. In addition, research was conducted on the online experiences of children and parents within the Global Kids Online research network developed by UNICEF Innocenti in collaboration with the London School of Economics.

unicef for every child

Legal framework to “End violence against children”

Constitution of Montenegro

Criminal Code (2013)

Law on Social and Child Protection
(2013)

Family Law of MNE (2017): Prohibition of
Corporal Punishment in all settings

Law on Free Legal Aid (2015)

Act of Treatment of Juveniles in
Criminal Proceedings (2015)

Strategy for the Prevention and Protection of Children against Violence 2017-2021

MONTENEGRO STRATEGY FOR THE PREVENTION AND PROTECTION OF CHILDREN AGAINST VIOLENCE AND THE ACTION PLAN 2017-2021

1. Improve legislation and implement policies protecting children from all forms of violence
2. Improve the institutional framework for professional, quality and more efficient care for and protection of children
3. Strengthen the judicial system to protect children against violence and to work in the child's best interest
4. Initiate changes in the social norms that accept, forgive or ignore violence.
5. Development of life skills and resilience among children to prevent violence and its consequences
6. Set up a system for monitoring, evaluation and research

- Adopted by the Government in 2017.
- Developed by a working group consisting of six ministries, the Ombudsperson's Office, and a civil society organization, with technical assistance of UNICEF.
- A set of common indicators on violence against children agreed by all relevant ministries.
- The coordinating ministry is changing every year following a rotation principle.

STRATEGIC FRAMEWORK OF SOCIAL AND CHILD PROTECTION SYSTEM IN MONTENEGRO (SCP STRATEGY 2018-2022)

Social and Child protection System harmonized with international regulations and standards

Multi-sector approach and prevention of social problems

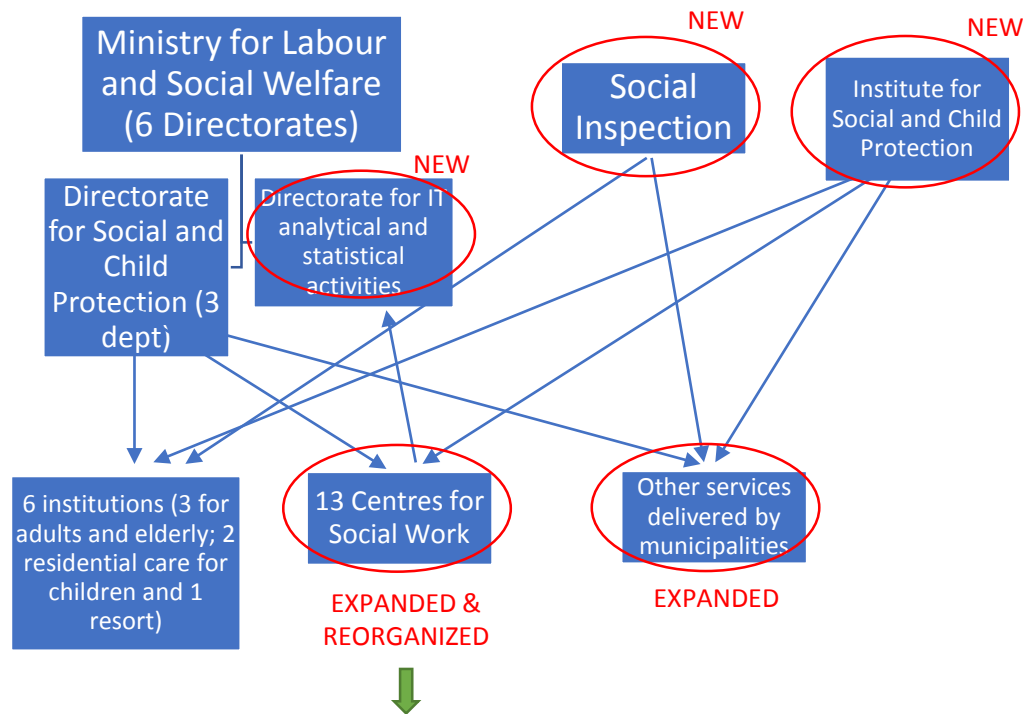
Decentralization and deinstitutionalization

Ensuring equal access and quality of social and child protection services

Participation of children and families and individualized approach

REFORM OF SOCIAL AND CHILD PROTECTION SYSTEM IN MONTENEGRO

(Government of MNE, with support of United Nations and the Delegation of European Union)



Enhancing the work of entres for social work is key for the reform of the social and child protection system.

REFORM OF CENTRES FOR SOCIAL WORK

Baseline Assessment in 2011

- Serious issue of **understaffing**
- **Level of professional capacities** lower than expected;
- **One-sided** approach, children were deprived of systemic multi-sectoral support;
- Limitations regarding **applied work methodologies**;
- The issue of insufficient **geographic coverage**




Important gaps in service provision to vulnerable children and families



Reform of Centres for Social Work (2011-

- **Law on Social and Child Protection** and accompanying bylaws, including on organization, norms, and standards of work of Centre for Social Work,
- **Increase in number of professional workers** in centres for social work, and reduction in administrative staff (**increase of 60% compared to 2011**),
- Introduction of **case management methodology and education of 80 CM, more than 100 social workers licenced**;
- Rolling out of the **Social Welfare Information System (SWIS)**
- **Reorganization of the centre for social work network** throughout Montenegro,
- Establishment of Institute for Social and Child Protection for the purpose of **quality assurance** of the Social and Child Protection System, and professional supervision to support case managers; **licensing of professionals, accreditation of programmes**.
- **New analysis of the work of centre for social work** initiated (2018).

A young child with dark hair, wearing a dark blue school uniform with white stripes on the sleeves, is looking intently at a worksheet on a desk. The worksheet features a red ring and a red apple. In the background, a blurred classroom setting is visible with other children and a teacher.

**COMMUNITY BASED
OPERATIONAL
MULTIDISCIPLINARY TEAMS
FOR THE PROTECTION FROM
VIOLENCE (OMTs)**

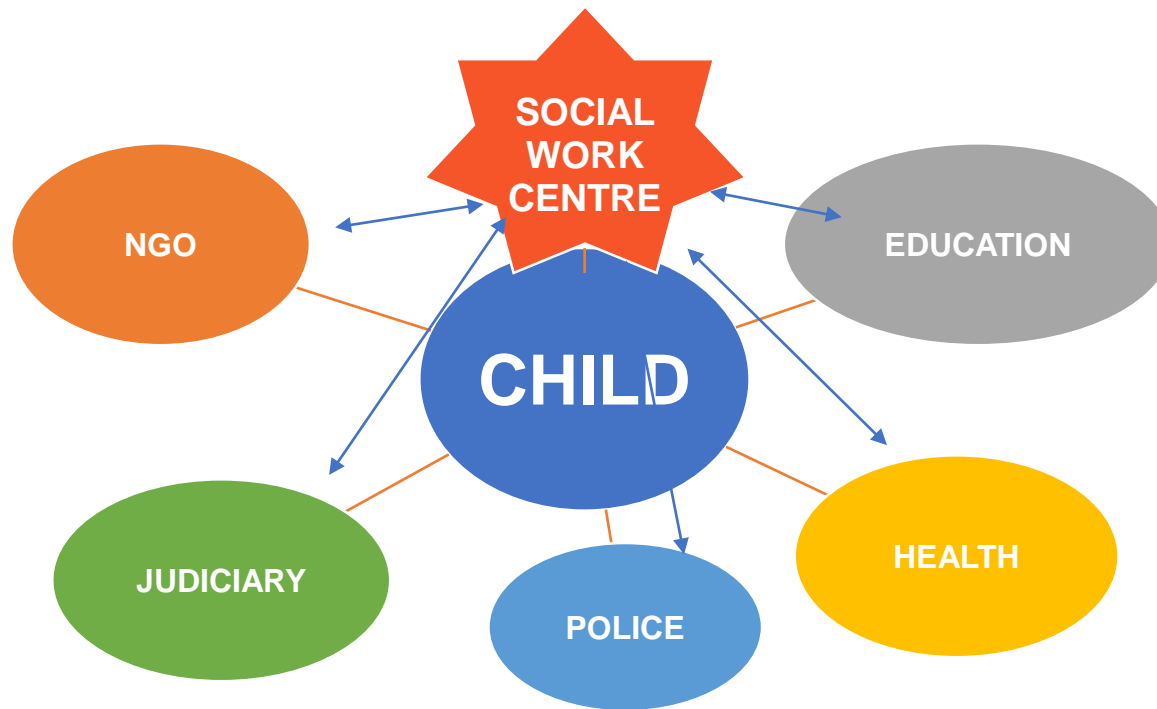
COMPREHENSIVE PROTECTION FROM FAMILY VIOLENCE AND VIOLENCE AGAINST CHILDREN

A comprehensive multi-sectoral approach and intervention in the most severe forms of neglect, abuse, violence, and exploitation

- i. Teams gradually established in **17 municipalities**
- ii. OMTs have dealt with **more than 2,500 children**
- iii. **More efficient and effective:**
 - Early intervention and response
 - Individual needs assessment
 - Protection
 - Networking



COMMUNITY BASED OPERATIONAL MULTIDISCIPLINARY TEAMS FOR THE PROTECTION FROM VIOLENCE STRUCTURE



COMPARISON OF “OLD” AND “NEW” PROTECTION MODEL

OLD	NEW
<i>Slow and insufficiently efficient work among sectors</i>	<i>Continuous multi-sectoral cooperation, prompt and immediate identification, assessment and intervention</i>
<i>Isolation, lack of inter-sectoral cooperation and integrated documentation</i>	<i>Introduction of a holistic, interdisciplinary approach in assessment, planning, intervention and implementation of individual protection plan</i>
<i>Lack of standards, procedures</i>	<i>Protocol of procedures in place (unification and standardization of work)</i>
<i>Standards for violation assessment not used</i>	<i>Matrix for risk assessment, detection, intervention and protection measures developed</i>
<i>Work limited to working hours</i>	<i>Interventions 24 hours per day</i>
<i>Special records on children not established</i>	<i>Records under the process of establishment</i>



STRENGTHENING THE SOCIAL SERVICE WORKFORCE IN TANZANIA

**Through the National Plan of Action to End
Violence Against Women and Children (NPA-
VAWC, 2017/18 TO 2021/22**

Sebastian Kitiku
Child Rights Development Assistant Director
Ministry of Health, Community Development, Gender,
Elderly and Children

Why Tanzania became the pathfinder country

- The process of developing and expanding the child protection system in Tanzania was built on a solid evidence base (including VAC study, 2011)
- The child protection system had been largely defined in the Tanzanian context in the regulatory framework.
- The country had developed key guidelines and standards operating procedures for a wide range of child protection services including on how to set up the child protection system and on budgeting for child protection
- National plans of actions with accompanying multi-sectoral coordination structures capturing key government commitments and monitoring progress towards achieving the targets for each sector.
- The child protection system initially tested in 4 districts. Through successful expansion to an additional LGAs (31 LGAs in 2015, 58 LGAs as of September 2018). The system has shown to be viable and robust.

The process of developing the NPA-VAWC

Analyzed 8 existing national plans related to violence against women and Children

Under leadership of Ministry of Health, Community Development, Gender, Elderly and Children, and Prime Minister's Office, a consultant drafted plan with other Ministries, CSOs, FBOs and UN agencies

Held series of multisectoral consultations at different levels (districts, regions and ministries) and with children

Applied 7 INSPIRE strategies leading to identification of 8 key thematic areas

Plan approved by National Technical Committee (Director/Commissioners from 12 Ministries) and National Steering Committee (involving Permanent Secretaries from 12 Ministries)

Outline of the sections of the NPA

I. INTRODUCTION

II. MISSION, VISION, GOAL, and TARGET

III. VAWC IMPLEMENTATION PLAN

Thematic areas:

- Household Economic strengthening;
- Norms and Values;
- Safe Environment in public spaces;
- Parenting, Family Support and Relationships;
- Implementation and Enforcement of Laws;
- Response and Support Services;
- Safe Schools and Life Skills; and
- Coordination, Monitoring and Evaluation.

IV. COSTING OF NPA VAWC

V. INSTITUTIONAL AND COORDINATION STRUCTURES

VI. MONITORING AND EVALUATION OF NPA-VAWC

VII. MAJOR ASSUMPTIONS, RISKS AND MITIGATION



NATIONAL PLAN OF ACTION TO END
VIOLENCE AGAINST WOMEN AND
CHILDREN IN TANZANIA

2017/18 – 2021/22



Social Service Workforce (SSW) Strengthening

● **Planning Workforce**

- Made SSW a component of the NPA-VAWC (including a plan for developing Human resource capacity needs for assessment for NPA-VAWC implementation).
- Identified SSW requirements at district, regional and ward level across sectors (Community Development, Social Welfare, Education, Justice, Health).
- Introduction of Guidance and Counselling Teachers in schools
- Community Development Officers at Region, District and Ward level
- Strengthening Fold Development Colleges

Social Service Workforce (SSW) Strengthening

- **Developing (Capacity building for SSWs)**
 - Development of National standard training manuals social welfare, police, justice actors, teachers, community development, and health professionals)
 - Using development manual to train Social Service Workforce (eg. 592 Social Welfare Officers trained at District Level on Protection of women, xxx CDOs trained)
 - Mainstream VAC in curriculum for Social Work programmes, Community Development, Teachers and Labour Officers (Eg. currently, CP mainstreaming completed to 9 out of 12 Social Work Institutions)
 - Guidance and Counselling teachers to all schools in the country

Social Service Workforce (SSW) Strengthening

- **Supporting Workforce**

- Mentorship programme for SWOs (Regional Mentors from DSWs at HQ) and strengthened mentorship role of Regional SWOs to District SWOs.
- Improving working environment (equipment computers, office space, transport for case follow up)
- Support differentiated of regional, district, and ward-level needs for its social presentation workforce

Overview of other SSWS efforts in Tanzania that link to the NPA

- Introduced a cadre of volunteer Community Case Workers (CCW) at village level and case supervisors at ward level as part of the National Integrated Case Management System (VAC and OVC case management) to address shortage of Social Workers.
- Trained 466 District Master Trainers who trained 15,560 CCWs at village levels in 68 LGAs.
- Short term deployment of government SWOs from other LGAs to support case management in three LGAs with refugee camps and to LGAs affected by earthquake.
- Additional government SWOs recruited to cover SWOs gap in the refugee camps

Strengthening the Social Service Workforce for Child Protection

**WEBINAR: Ending Violence Against Children Requires a Strong
Social Service Workforce (SSW)**

27 September 2018



Strengthening the SSW as a priority for ending Violence against children

Globally, in every country, children experience violence at home, at school and in their communities:

Three quarters of children aged 2 to 4 regularly experience violent discipline by their caregivers

168 million children are estimated to be engaged in child labour







15 million adolescent girls aged 15 to 19 have experienced sexual violence

30 million students aged 13 to 15 worldwide have experienced bullying at school

1.	2.	3.
SSW remains one of the weakest components of national child protection systems	Prominence given to Violence against children issues in the Sustainable Development Goals	UNICEF receives an increasing number of requests for technical assistance by Governments

Key lesson learned from UNICEF's Strategic Plan 2014-2017:
"a trained social service workforce that is in contact with families and communities is vital" to child protection



- INSPIRE: Seven Strategies for Ending Violence against Children
-  Implementation and enforcement of laws
 -  Norms and values
 -  Safe environments
 -  Parent and caregiver support
 -  Income and economic strengthening
 -  Response and support services
 -  Education and life skills

Social Service Workforce is Critical to Address Violence against Children (VAC)

Lesson learned from previous Strategic Plan:

"If the state is to have a hand in reducing physical, sexual and emotional violence against children then it needs to build social service systems capacities, and, in turn, for sustainability, the workings of these services need to be underpinned by a stronger support from the justice and enforcement systems"

UNICEF Strategic Plan 2018 - 2021



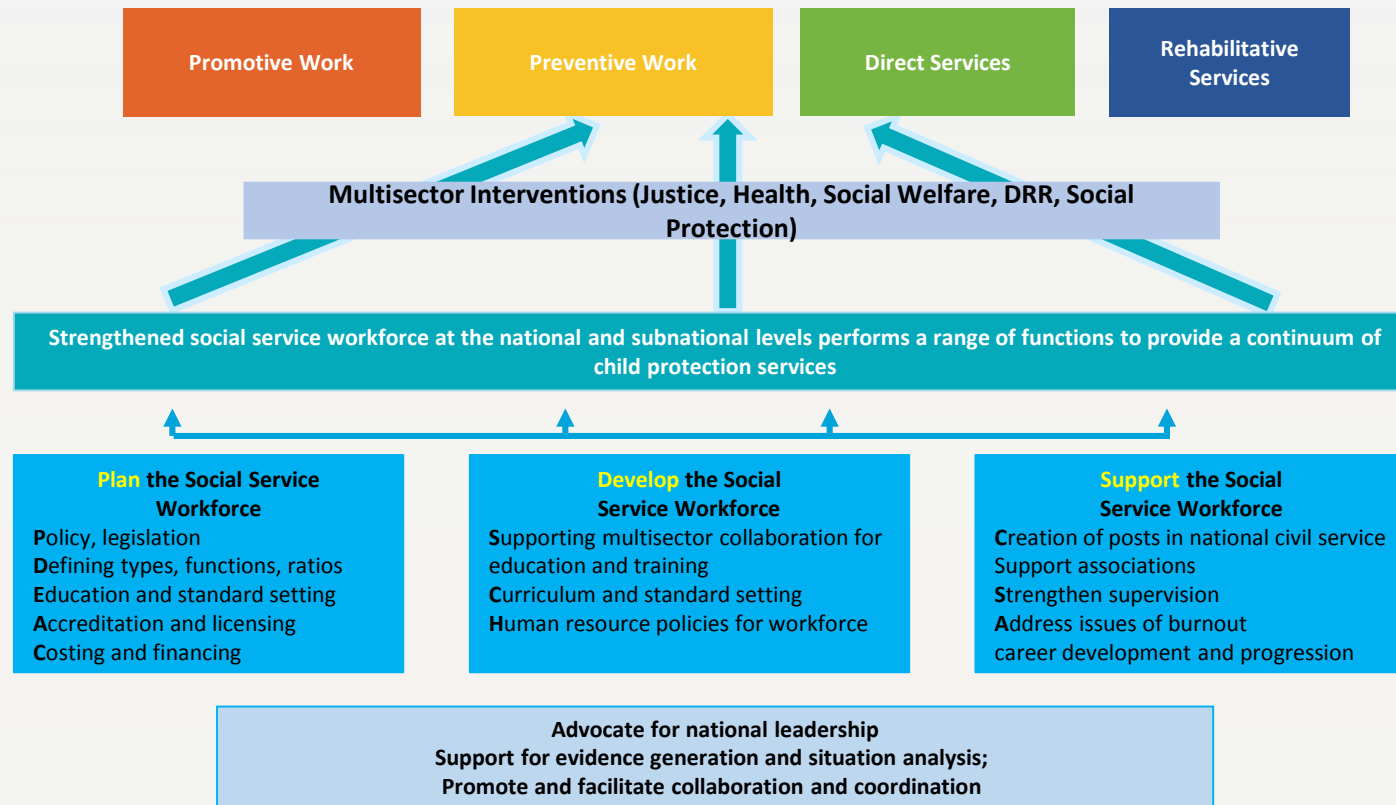
UNICEF's Theory of Change statement:

"If child protection systems are strengthened (...) then girls and boys will be better protected from violence and exploitation."

Strategies for strengthening the Social Service Workforce for Child Protection

UNICEF SP 2018 – 2021
GOAL AREA 3

Girls and boys, especially the most vulnerable and those affected by humanitarian crisis, are protected from all forms of violence, exploitation, abuse and harmful practices.



Establishing a baseline for Social Service Workforce Strengthening

UNICEF Strategic Plan and SSWS related Indicators

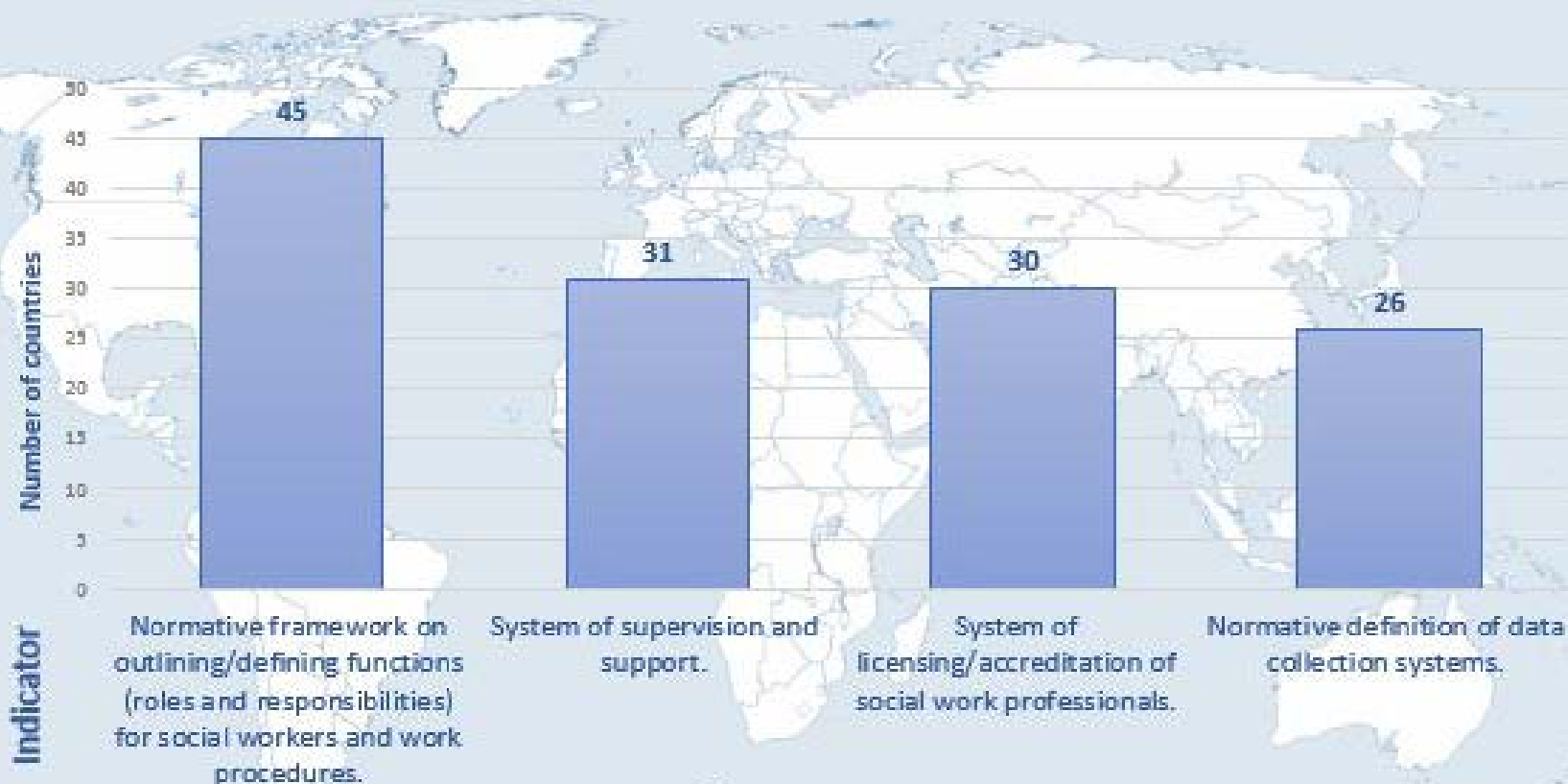
1. Availability of a quality assurance system for social service work
2. Number of social service workers with responsibility for child protection per 100,000 children
3. Number and percentage of social services workers who have been certified to work with child victims, through UNICEF-supported programmes

Indicator

In relation to the quality assurance system for social service work in the country, rate:

- (1) normative framework on outlining/defining functions (roles and responsibilities) for social workers and work procedures.
- (2) system of supervision and support
- (3) system of licensing/accreditation of social work professionals
- (4) normative definition of data collections systems.

Availability of a quality assurance system for social service work



Baseline 2016

Continue the conversation and support workforce strengthening efforts:

- Join the Alliance to receive regular updates with notices of future webinars, ways to interact with global colleagues, resources and more
www.socialserviceworkforce.org/membership
- Take part in Social Service Workforce Week. Learn more here
<http://www.socialserviceworkforce.org/social-service-workforce-week>
- A summary and recording of this webinar will be available soon and each of the past 26 webinars is available at
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Social Service Workforce Strengthening Webinar Series

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