

Tumbler In Tidal Wave: The Professional Stance Of Social Workers Under Managerialism

潮浪中的不倒翁：管理主義下的社工專業立場

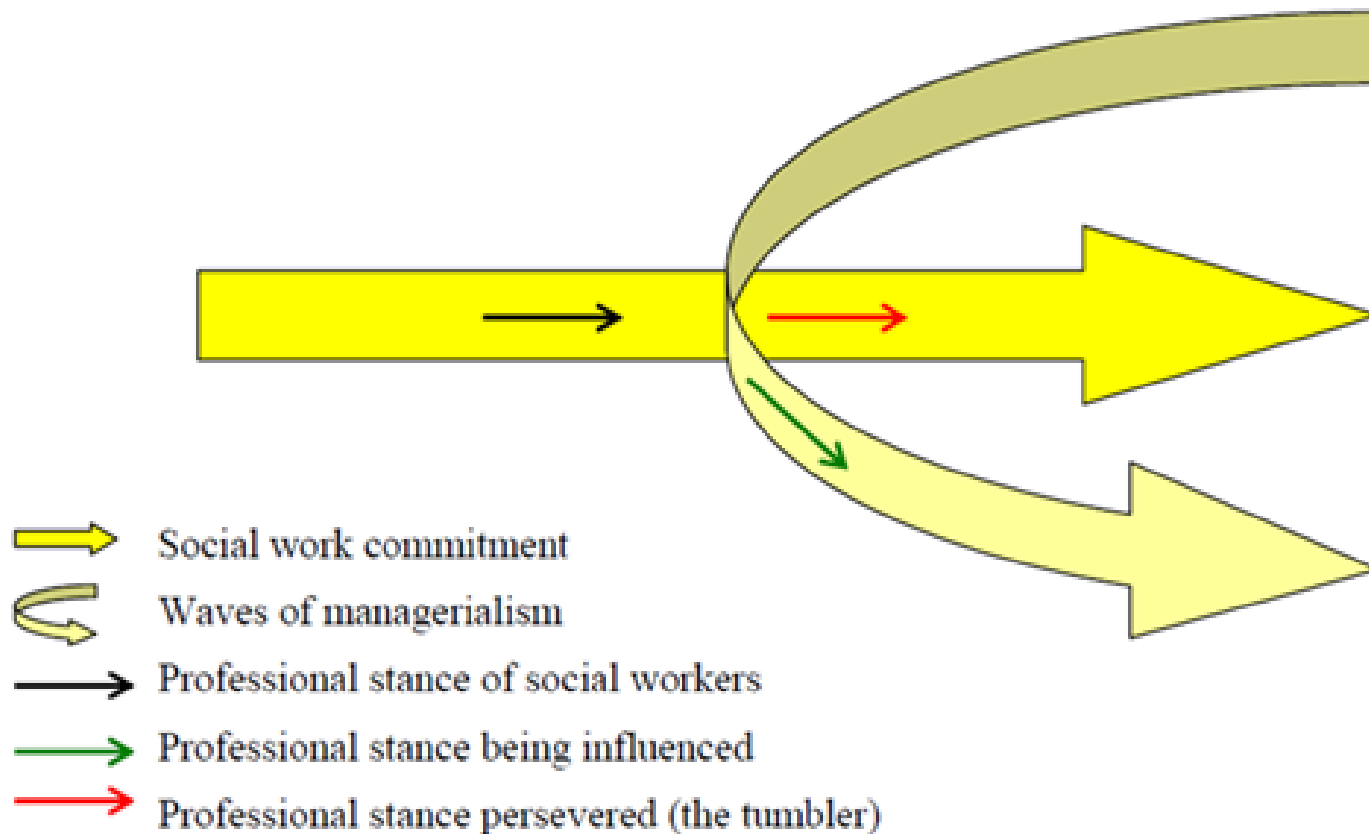
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Introduction

- **The phenomenon:** HK government introduces market values and business management practice to NGOs by launching the LSG in 2000. Since then, the ecology within social welfare sector changed radically (Leung 2002) .
- **The observation:** The social work profession has been influenced that social workers are required to do a great deal of managerial work and result in swaying their professional stance.
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- **My concern:** How do social workers persevere in their professional stance under managerialism?

The Turning Point of Social Workers' Professional Stance being Assaulted by Managerialism

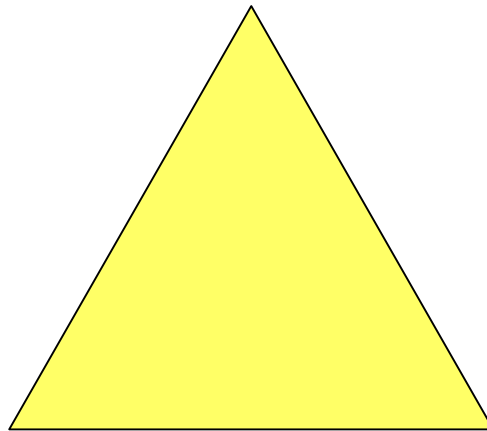


Research Questions

1. How do social workers perceive, feel towards and respond to the various changes brought about by managerialism?
2. How do social workers live with managerialism without losing their professional stance?

Sampling

7 social work administrators



2 experienced frontline social workers

2 junior frontline social workers

Findings

Social Workers' **Feelings** towards Managerialism *(Research Question 1)*

- 1) Demoralized (dejected)
- 2) Helpless (frustrated, deplorable)
- 3) Pressurized
- 4) Toilsome (fatigued)
- 5) Angry (indignant, resentful)
- 6) Lost (struggling, anxious, perplexed)



Findings

The Strategies Generated (*Research Question 2*)

- 1) Reasserting the professional identity
- 2) Realizing the social work values
- 3) Discerning the first and foremost tasks
- 4) Actualizing the professional integrity

Findings

The Strategies Generated (*Research Question 2*) (con't)

- 5) Evoking team solidarity
- 6) Exercising personal influence
- 7) Practicing self-reflection
- 8) Performing collaborative resistance

Conclusion

克里斯托·萊伊恩 的故事

Thank You Very Much