UNIT 1 SOCIAL WELFARE ADMINISTRATION: CONCEPT, HISTORY AND NATURE

*Beena Antony

Contents
1.0 Objectives
1.1 Introduction
1.2 Concepts Related to Social Welfare Administration
1.3 Definition of Social Welfare Administration
1.4 Features of Social Welfare Administration
1.5 History of Social Welfare Administration in India
1.6 Nature of Social Welfare Administration
1.7 Social Welfare Administration as a Profession
1.8 Let Us Sum Up
1.9 Key Words
1.10 Further Readings and References

1.0 OBJECTIVES

This unit aims to help you to understand the concept of social welfare administration. In the first section we will introduce you to what is social welfare administration. In the second section we will study the concepts that are related to social welfare administration. In the third section, we will examine the meaning, features and history of social welfare administration. In the last section, we will study the nature of social welfare administration as a profession. After going through this unit you would be able to understand:

- The concept related to social welfare administration i.e. social welfare, social service, administration and social administration.
- Meaning, features and history of social welfare administration.
- The nature of social welfare administration.
- Social welfare administration as a profession.

1.1 INTRODUCTION

In earlier times, social welfare was performed by a select few individuals or small groups of individuals who were inspired by compassion and concern for the poor, the needy and the destitute. These people were either the elite of the society or the common men, who believed in the qualities of humanism and selfless service to the community. In modern times, most of the countries have adopted the concept of a welfare state that makes welfare services the responsibility of the state. The encyclopedia of social sciences describes a welfare state as a state that takes up the responsibility to provide a minimum standard of existence to its citizens. In a welfare state, the administration enters...
The citizens of the country are taken care of from their birth to their death. The state provides service to the old, sick, orphans, widows, helpless, oppressed and the disabled people whenever they are in need of services.

The progress and prosperity of any country can be observed by the socio-economic positioning of its citizens mainly the deprived sections of the society that are the women, children, scheduled castes, tribal and the disabled population who suffer from poverty, disease, unemployment and many other social deprivations. It is essential that such sections of our society must be noticed by the state, policy makers, planners, social welfare administrators, social scientists and academicians, so that legislations, policies and programmes are formulated in line with the Constitution of our country. As a result the country progresses as a whole, not just some sections doing well and others being left behind.

In the context of the present day social problems, the size of welfare services provided by an increasingly large number of organizations make administration very important. Social welfare services, schemes, projects and programmes, are becoming increasingly complex. Since, it is no longer accepted that any normally intelligent person with good intentions can administer the welfare work, a sound administration is vital. It is increasingly realized that social welfare programmes require qualified and trained social welfare personnel to perform social welfare functions efficiently. So, it is argued that for serving the people effectively it is necessary to be professional, as professionalism can increase the ability of social welfare personnel to solve the pressing social problems confronting our society. The training of a social worker to be a professional would be incomplete without social welfare administration. Thus, we can say there are six methods of social work practice — case work, group work, community organization, social action, social research and social welfare administration. Social welfare administration aims to apply professional competence to achieve social work goals. Social work’s aim is to provide service to individuals in the society and social welfare administration is the ‘business’ of social work. Social welfare administration helps in professionally doing social work in the society.

1.2 CONCEPTS RELATED TO SOCIAL WELFARE ADMINISTRATION

In MSW-001(Block-2) you were exposed to several concepts pertaining to social work. In this section we shall introduce you to some of the concepts that must be understood before we get to understand what Social Welfare Administration is all about.

Social Work

It is based on a systematic body of knowledge derived from research and practice, from different fields of social work. Social work acknowledges the complexity of interactions between human beings and their environment, and the capacity of people both to be affected by and to alter the multiple influences upon them including bio-psychosocial factors. The social work profession is derived from theories of human development and behaviour and social systems and works for individual, organizational, social and cultural changes for the
betterment of the society. Social work is committed to the pursuit of social justice, to the improvement of the quality of life and to the development of the full potential of each individual, group and community in the society. It seeks to address and resolve social issues at every level of society and economic status, but especially among the poor and sick. Social workers are concerned with social problems, their causes, their solutions and their human impacts. Social workers work with individuals, families, groups, organisations and communities. Social workers need to equip themselves with social welfare administration to work better in the field of social work.

Social Development

Is the process of focused change to meet objectives and goals desired in the society. Development means progressive change in the living conditions and qualities of life of the members of the society. The process of social development is growth in the direction of modernity, nation-building and socio-economic progress. Development has to be a whole, value laden, cultural process, including the natural environment, social relations, education, production, consumption and well being of the whole nation. When we talk social development we do not mean just the infrastructure development of the country we mean development of the people of the country, all human beings must have a satisfying material, cultural and spiritual life. Thus social development is the transformation of the society. It is very essential that social welfare administration be practiced to bring in the required social development in our country.

Social Welfare

It is a dynamic process that circles around social problems and ways in which society responds to these problems. Social problems affect individuals and the society at large. Social problems come from unfulfilled individual needs. Individuals have a variety of needs, some more basic like food, clothes and shelter, some more sophisticated like dignity and status, some are intangible like love and affection. These needs are usually met by the individuals themselves or their family or the society in which they live. But when these needs are unfulfilled they lead to social problems. Some of the social problems present in our society are poverty, inadequate housing, unemployment, loneliness and crime. The whole body of remedial and ameliorative services for the weaker sections of our society are covered by social welfare. These include curative and preventive services. Social welfare contributes to change and adjustment of social institutions to the creation of the required infrastructure of community services and can enable people to accept and provide social change for over all development.

Social welfare is also understood as those formally organized and socially sponsored institutions, agencies and programmes that operate to improve and maintain the economic conditions, health or inter-personal competence of some sections of the population or of all the population. Thus social welfare implies reordering of socio-economic relations in the present society, which is undergoing rapid transformation. Social welfare can be defined as “The organized system of social welfare institutions designed to aid disadvantaged individuals and groups to attain satisfying standards of life and health. It aims at personal and social relationship which permits individuals to develop their
full capacities and the promotion of their well-being in harmony with the needs of the community” (Titmus, 1968).

**Social Welfare Agency**

It is an organization or an institution that provides treatment and preventive services in social welfare. These agencies practice social work, according to the objectives laid down by the agency. Social welfare agencies are of three kinds. First the governmental agencies which function according to the governmental setup, run and controlled by the government and funded by the taxes collected. Second are the voluntary agencies financed by the members of the community with local contributions and donations. Third are the non-governmental and autonomous agencies promoted and funded by the government. The daily activities of these agencies are performed by voluntary workers and full-time paid employees.

**Administration**

Before discussing the meaning of social welfare administration, it is necessary to know the meaning of the term administration. Administration is a cooperative human effort towards achieving some common goals. Thus every group activity involves administration, whether it is a family, factory, hospital, university, or a government department. Whenever two or more people cooperate in view of doing a thing that cannot be taken up alone, the concept of administration appear. The word administration has been derived from the Latin words ‘ad’ and ‘ministrate’ which means to serve. In simple language, it means the ‘management of affairs’ or ‘looking after the people’. To administer is to manage, direct and serve.

Some of the definitions of administration are listed below:

L.D. White (1948) views that “the art of administration is the direction, coordination and control of many persons to achieve some purpose or objective”.

E.A. Nigro (1951) defines “administration as the organization and use of men and materials to accomplish a purpose”.

According to Herbert A. Simon (1960) “in its broadest sense, administration can be defined as the activities of groups co-operative to accomplish common goals”.

Pfiffner defines “administration as the organization and direction of human and material resources to achieve desired ends”.

Thus, it is clear from above definitions that administration is concerned with proper organization of men and material to achieve desired ends. It consists of doing the work or getting the work done by others.

**Social Administration**

To achieve the aims and objectives of social welfare, the government formulates social policies and programmes and in pursuance thereof enacts social legislations, allocates financial assistance and provides organizational and administrative linkages in the form of ministries and departments. It also seeks the partnership of non-governmental organizations for the effective implementation of various social welfare programmes. Administration of all
these activities being undertaken in the sphere of social services and social welfare is considered as falling in the realm of social welfare administration.

According to Richard M. Titmus, 1948, “social administration may broadly be defined as the study of social services whose object is the improvement of conditions of life of the individual in the setting of family and group relations”.

D.V. Donnison, 1961 defines social administration “as the study of development, structure and practices of social services”.

According to Forder (1974) “social administration is concerned with study of the welfare system, and particularly the government sponsored social services”.

Thus, social administration is concerned with the study of welfare system of government’s sponsored social services.

Check your progress 1

Note: Use the space provided for your answers.

1) What is social welfare?

2) Give two definitions of social administration.

1.3 DEFINITION OF SOCIAL WELFARE ADMINISTRATION

Social welfare administration is a process through which social policy is transformed into social services. It involves the administration of government and non-government agencies. The following definitions will elaborate the meaning of social welfare administration.

John C. Kidneigh (1950) defines social welfare administration as the “process of transforming social policy into social services…. a two way process: (i). …transforming policy into concrete social services and (ii) the use of experience in recommending modification of policy. The definition here emphasis is that administration is the process of transforming policies into action programmes for the betterment of the society.
According to Walter A. Friedlander (1958) “administration of social agencies translates the provisions of social legislation of social agencies and the aims of private philanthropy and religious charities into the dynamics of services and benefits for humanity.

According to Arthur Dunham (1962) “administration is the process of supporting or facilitating activities which are necessary and incidental to services by a social agency. Administrative activities range from the determination of function and policies, and executive leadership to routine operations such as keeping records and accounts and carrying on maintenance of services.

Herleigh Tracker (1971) interprets social welfare administration as a “process of working with people in ways that release and relate their energies so that they use available resources to accomplish the purpose of providing needed community services and programmes.”

The American Council of Social Work Education in its curriculum study has given a comprehensive definition of social welfare administration. It states “administration is the process of transforming community resources into a programme of community services, in accordance with goals, policies and standards which has been agreed by those involved in the enterprise. It is creative in that it structures roles and relationships in such a way as to alter and enhance the total product. It involves the problem solving process of study, diagnosis and treatment”.

On the basis of above definitions, we find that social welfare administration is a process that includes definite knowledge, understanding, principles and ways of interaction. Its main focus is on the sustainability and accessibility of social services to the needy. Social work enables the process of administration through guidance, planning, stimulation, organization, creating structure, coordinating research. To accomplish the well defined objectives of administration, policies are suitably amended; programmes are formulated, and budget, and finance provided, personnel and selection procedures are made available.

Rosemary Sarri (1971) has outlined the activities of social welfare administration as follows:

i) Translation of social mandates into operational policies and goals to guide organizational behaviour;

ii) Design of organizational structures and processes through which the goals can be achieved;

iii) Securing of resources in the form of materials, staff, clients etc. for goal attainment and organizational survival.

iv) Selection and engineering of necessary technology.

v) Optimizing organizational behaviour directed towards increased effectiveness and efficiency; and

vi) Evaluation of organizational performance to facilitate systematic and continuous solution to problems.
1.4 FEATURES OF SOCIAL WELFARE ADMINISTRATION

Although the concept of administration is applicable in a broader sense to areas including social welfare, business and government, there are certain distinctive features of social welfare administration. Some distinctive features of social welfare administration are given below:

- Social welfare administration deals with social welfare agencies and helps them to achieve their objectives for the target groups for which they are working. It is specifically concerned with identification of social objectives, the formulation and implementation of proposed programmes to achieve the objectives laid down.

- From functional point of view, social welfare administration includes three perspectives of social problems: (i) restoration of impaired social functioning; (ii) provision of resources, social and individual, for more effective social functioning; (iii) prevention of social dysfunction.

- Despite variations in size, scope, structure and types of programmes, every agency has a governing board as an apex body for final decision-making. The board is generally represented by the community it intends to serve.

- Social welfare administration requires optimum utilization of its available resources together with active community participation, so that the ultimate goal of programmes can be achieved properly.

- Social welfare agencies have to allocate certain portion of their resources for survival so that the organization can continue to exist. But this should not limit their capacity to achieve quantitative and qualitative growth.

- Social welfare agencies generally function in a cooperative manner and ensure participation of all the members in administration of their activities.

- There is a growing trend in these agencies to recruit professionally qualified manpower. It has helped in introducing professional approach in their functioning.

Many scholars like Henry Fayol, Mary P. Follet and L. Urwick claim that there is hardly any differentiation between various types of administration. Irrespective of service delivery (outcome), administration relies on common skills, techniques and procedures, types of hierarchy, kind of organisation structure, superior – subordinate relationships, and management systems. All types of administration work for efficient delivery of services to people or customers. Public and private administration serves the people whether being called clients or customers. With liberalization, privatization and globalization, different types of administrations have to compete and collaborate in the same area to provide services to people. New Public Management, which has come into prominence recently, puts emphasis on managemerial techniques, which are to be adopted by all types of administrations for the efficient delivery of services to the people.

Let us now look at the diverse services and the actors in the administrative system. In contemporary world, most of the actors are providing for almost all the major services. Stated differently, now-a-days, boundaries between different
types of administration are merging or getting blurred. For instance, health services in a common parlance may be taken as social service administration. We have private hospitals and government hospital, charitable and religious organizations also provide health services to marginalized population. Government has initiated many programmes and services for deprived sections of the society, which range from preventive to curative approaches. Private hospitals, too, extend certain OPD and ward services for ‘poor’ people. Similarly, educational services are provided by government, private actors, voluntary agencies, corporate houses to diverse population categories – children of middle class families, tribal children, adult education centres, schools in urban, rural, hilly areas, etc. Hence boundaries between various types of administration are diminishing and new concept of ‘development administration’ is gaining popularity.

1.5 HISTORY OF SOCIAL WELFARE ADMINISTRATION IN INDIA

Mutual aid has been part of every community. The desire to help one’s fellowmen has been in existence from society to society, depending upon the social, economic and political factors. People help the persons in need thus provide mutual aid to the society. Indian traditional view of social welfare is based on the concepts of daya, dana, dakshina, bhiksha, samya-bhava, swadharma and tyaga, the essence of which are self-discipline, self-sacrifice and consideration for others. Well-being of all depends on these values upheld by people individually and through community action. All the religions urges upon their devotees to put aside a portion of their income to be utilized for charitable purposes, which will provide them happiness in this world and salvation in the next world. The kings and the royal families of earlier days extended help to the affected population during emergencies like floods, earthquakes, fires, droughts and other natural calamities.

From the administrative angle, in India, the reigns of king Ashoka, Harsha, Chandra Gupta Maurya, Akbar, Sher Shah Suri and Feroze Tuglak, were the landmarks of administration who took care of the social needs of the people. The British government also established an administrative set-up intended mainly for maintaining law and order. Some social reform measures were taken up by banning sati and permitting widow remarriage by acts passed in 1829 and 1856 respectively.

After Independence of our country in 1947 the old administrative pattern was more or less continued with necessary changes to suit the social, political and economic set-up that had evolved.

In the field of social welfare, during the First Five Year Plan, Government of India realized that the government alone can not manage the enormous range of social problems across the length and breath of our country and sought the help of voluntary organizations to help them in the process, so created a unique administrative machinery consisting of an autonomous board named CSWB (Central Social Welfare Board) in August 1953. Similarly, social welfare advisory boards were established at state level. The main purpose of the Board
(CSWB) has been to provide financial and technical assistance to voluntary organizations working in the field of social welfare. If we look at the history of administrative organization, we find that before 1964 social welfare programmes were being managed by different ministries such as education, home, industries, health, labor. The Renuka Ray Committee in its report submitted in 1960, recommended the establishment of the Department of Social Security. Under the Prime Ministership of Lal Bahadur Shashtri, a social security department was established and located in the ministry of law on 14th June 1964. Subjects, namely, social security, social welfare, backward classes and khadi and handicrafts were allocated to the Department of Social Security. In 1966, it was renamed as Social Welfare Department. It was located in the Ministry of Education and Social Welfare created in 1971. Its status was raised to a ministry in the year 1979. Its name was further changed to the Ministry of Social and Women Welfare in 1984. With the creation of a separate Department of Women and Child Development in the Ministry of Human Resource Development, it was recognized and its nomenclature was changed to the Ministry of Welfare in 1985 and subsequently it was renamed as the Ministry of Social Justice and Empowerment.

Thus, the central government has set up a full-fledged ministry and organizations subordinate to it, like National Commission for Scheduled Castes/Tribes, Minorities Commission, National Institute of Social Defense, National Institute for the Handicapped, Department of Women and Child Development, Central Social Welfare Board, National Institute of Public Co-operation and Child Development, etc., under its administrative control.

Besides the execution of social welfare projects, schemes, and programmes sponsored and financed wholly or partly by the central government; the state governments and union territory administrations formulate and implement welfare service programmes on their own in their respective jurisdictions. The state government/union territory administrations carry out their welfare obligations and programmes mainly through their Department of Social Welfare and voluntary organizations. In most of the states, either there is full time secretary for social welfare or it is one of the main portfolios of a secretary. Thus, social welfare schemes are still spread over more than one department/directorate. The pattern of implementation of some of the schemes, like old age pension, widow pension, and supplementary nutrition programmes also vary from state to state. Though most of the states now have district social welfare officers, there is no social welfare functionary at block level.

**Check Your Progress 2**

**Note:** Use the space provided for your answers.

1) What do you understand by social welfare administration?

................................................................................................................................................
................................................................................................................................................
................................................................................................................................................
................................................................................................................................................
................................................................................................................................................
................................................................................................................................................
1.6 NATURE OF SOCIAL WELFARE ADMINISTRATION

There is a debate whether social welfare administration is science or art, with the passage of time the question is still unresolved. There are conflicting views and opinions on this issue and each appears to be justified in its own way. Social welfare lends itself to two usages. It stands for the process of administering the social welfare programmes. It is also an area of intellectual enquiry. The first is practice and second is study. As a practice, social welfare administration is decidedly an art.

Social Welfare Administration as an Art

Social welfare administration as an art, have been supported by the following arguments

i) Social welfare administration can be acquired: no doubt art is a natural gift. Music, dance, drama or painting is the examples of this category of art. But natural gifts can find their best expression by proper training, without which even the best artists will die unknown. On the other hand, a painter making a painting and a potter shaping a beautiful piece of pottery are also the examples of art. It is so because they possess the following elements:

a) Personal skills
b) Practical know-how
c) Result orientation
d) Creativity and
e) Constant practice aimed at perfection.

Similarly, the art of social welfare administration can be acquired. Talented persons become the best administrators under proper training. Thus so far
acquisition is concerned social welfare administration is also like other arts.

ii) It is subjective in nature:

A chef makes a dish with personal passion for food. A carpenter adds beauty to his creation with his tools. A social welfare administrator with the application of knowledge and skills can make wonders by combining and bringing together available human and material resources to change the very face of the nation. Today success of every welfare programme depends on how a social welfare administrator performs the job.

iii) Practical application of knowledge: art is the practical application of systematic knowledge. It is not merely theory but putting that into practice. Similarly, social welfare administration is not merely theory but it is application also. And the best knowledge can be gained by practice alone. Managing human resource needs a lot of skill, experience and balanced personality traits.

Social Welfare Administration as a Science

Science is the systematic study of knowledge. Those who believe that social welfare administration is a science point out that there are certain specific and clear principles on which day to day administration of social welfare programmes are being run and managed. They also argue that these principles are based on sound and rational principles, which are also considered universal.

The following arguments have been put forward to justify that social welfare administration is a science:

- Application of scientific methods: the claim of a discipline to be called a science depends on whether the scientific method of study is applicable to it. Social welfare administration can be called a science, because the scientific method of study equally is applicable to it, as in the case of other social sciences.

- Critical examination: critical examination and study of evidence is the prime requisite of any scientific study. This is possible in social welfare administration also.

- Universal guidelines: universal principles of social welfare administration also provide the coloring of science. Even if we cannot use all the guidelines in a similar manner, these guidelines certainly help the administrator in proper implementation of social welfare programmes.

However, the nature of social welfare administration as a science has been criticized on the basis of experimentation, and objectivity. Thus, it may not be an exact science, but it is a science in its own way. It is also an art, because it is connected not only with formulation of general principles of social welfare programmes but also with actual running of the administration of social welfare programmes.

Interdisciplinary Nature

Social welfare administration requires the interdisciplinary knowledge and constant interaction with other social sciences to know the human beings in totality, such as philosophy, psychology, sociology, political science and economics to solve their problems in appropriate manner.
Social Welfare Administration

Administrative Structure
Social welfare administration is based on the organizational and administrative structure of social welfare programmes at each and every level of implementation stage. Similarly, it is also important to know the role and set up of non-governmental organizations for effectively carrying out their functions.

Financial Administration
The scope of social welfare and social security is increasing day by day and more and more people are coming under the coverage of these programmes, and so the need for additional financial support increases. In order to make out proper and effective budgeting of such programme, the knowledge of financial administration is highly essential. Thus it is important that persons must be trained in the techniques and principles of administration.

Personal Management
In order to provide effective social welfare services to the needy and suffering, it is essential to have committed, trained and motivated social welfare functionaries at different levels. Thus social welfare administrators need the knowledge of human resource management which includes knowledge from the very beginning, that is recruitment policies, job classification, training and development, staff evaluation, advancement and transfer so that the personnel understand the need and importance of the work they are doing, and they would be effective in implementing the social welfare programmes.

Public Relations and Participation
The social welfare administrator needs to be convinced of the importance of public relations with regard to both their own agency and its services, and the community as a whole. The welfare administrators must be comfortable to use mass media, such as TV, radio, newspaper, brochures, books and personal contacts, to interpret their agencies’ programmes to the public and reaching community members. It is also required to get associated with the government and non-governmental agencies working in the field, the people or the beneficiaries, whose co-operation and support will add to the effective planning, formulation and implementation of policies and programmes intended for their welfare.

To Conduct Research and Evaluation Studies
Research and evaluation studies provide useful information and feedback on impact of on-going projects and about the different dimensions of existing social problems. Research also facilitates effective planning, policy formulation and implementation of programmes.

1.7 SOCIAL WELFARE ADMINISTRATION AS A PROFESSION
Before answering the question whether social welfare administration is a profession or not, one must know the essential features of a profession and determine how far these features are found in social welfare administration. In general, people do not raise objection when a doctor is called as medical professional, teaching as a profession or for that matter law as profession. The
simple dictionary meaning of profession indicates one who has acquired specialized knowledge, which is used for instructing, guiding or advising others. 

An operational definition of profession may be given as follows:

Profession is an occupation for which specialized knowledge, skills and training are required and the use of these skills is not meant for self-satisfaction but are used for larger interests of the society and the success of these skills is measured not in terms of money alone.

Thus all professions are occupations in the sense that they provide means of livelihood. However, all occupations are not professions because some of them lack certain characteristics of a profession. The various characteristics of a profession can be mentioned as:

- Existence of an organized and systematized body of knowledge;
- Formal method of acquisition of knowledge;
- Existence of an association with professionalisation as its goals;
- Formulation of ethical goals; and
- Service motto.

Let us discuss the extent to which all these characteristics are found in social welfare administration to determine whether it is a profession or not.

**Existence of Knowledge**

Social welfare administration has developed a distinct body of knowledge, in response to the need for managing the complex social problems in a better way. In India, almost all courses of social work offer a course on social welfare administration to the students. Thus, it satisfies the requirement of a profession in the form of existence of knowledge. However, the social welfare administration is still evolving and new guidelines are being developed though this does not affect its status of being a profession.

**Acquisition of Knowledge**

An individual can enter a profession only after acquiring knowledge and required skills through formal training. For example, only formally trained persons can enter the professions of law, engineering or medicine. Thus social welfare administration may be called a profession because schools of social work and schools of public administration provide training in this discipline.

**Professional Association**

An occupation which claims to be a profession should have an association. Such a representative body of professionals regulate and develop the profession’s activities. The professional associations may also prescribe the standards for individuals who want to enter the profession. But we are still struggling for an apex body, which would regulate the terms and conditions for Social Welfare Administration like Bar Council of India etc.

**Ethical Code**

Every profession has a code of ethics. Codes provide proper guidance when the situation at hand is choice between a good and a bad decision. Thus code of ethics serves several functions for a profession, including guiding, decision
Social Welfare Administration

making, assessing competence, regulating behavior and evaluating the profession. In social welfare administration, the code of ethics provides a guide for professional roles and relationships at various levels of responsibility in relation to clients, colleagues, employers, employing organizations and the society. Therefore, the social welfare administration is a profession and its code of ethics is based on the fundamental values of the social work profession that includes the worth, dignity and uniqueness of all persons as well as their rights and opportunities.

Service Motto

In modern times, all human activities are concerned with money. But in a profession, an effort is made to see that service motto should prevail over monetary considerations. Professionals should keep social interest in their mind while charging fees for their professional services. For example, a doctor helps the patient, even when he charges fee. But he also serves humanity in the process. A lawyer helps the client. Not to charge fee is a help, but to provide justice to the client is most important. Similarly, a social welfare administrator administers the social welfare programmes, not only for money and personal satisfaction, but use his/her knowledge and skills to serve the larger interest of the society.

Thus, on the basis of the above discussion, it can be summarized that social welfare administration is yet to achieve the status of a profession. To become an independent profession, it requires attaining social sanction, professional commitment, governmental approval, a professional association to regulate the profession and involvement of trained personnel in the field of welfare administration, instead of being controlled only by bureaucrats.

1.8 LET US SUM UP

This unit introduces us to a method of social work that is social welfare administration. The concept of social welfare administration is discussed with other concepts like social work, social welfare, social service, social security and administration.

Social administration helps us understand all these above discussed concepts better.

1.9 KEY WORDS

Social welfare agency is an organization that offers social welfare services to help the needy of the society.

Administration is the process of organizing people and resources efficiently so as to direct activities towards goals and objectives.

Profession is a vocation founded by specialized educational training to provide services to others.

Ethical Code is behavior patterns adopted by professional groups or organizations to regulate a particular code of conduct ensuring expected behavior among the members of the group.
1.10 FURTHER READINGS AND REFERENCES


