**Inequality in social work Practice**

Section 1: Inequality in social work Practice

One of the most critical social workers' role is to improve people's health, well-being, and reduce inequalities. Besides, social disparities lie at the heart of unjust variations in people's length and quality of life, which are some the most important factors (Bywaters, 1986). Despite that, some social workers and users are experiencing inequality. Certain populations experience poor health or environmental factors that threaten their well-being. That aside, social workers experience inequality due to the disparity in earnings between male and female social workers. Data analysis from the Ontario Association of workers indicates that there is a wage gap of over ten percent, with male social workers earning more. This disparity could be associated to a wide range of factors, such as experience and education level. Therefore, social work should recognize the significance and strategies of responding to social workers and clients' needs based on anti-oppressive ethics, values, and humility.

In Canada, a wide range of policies have been implemented to determine the extent of equality and well-being. To ensure this is a success, Canada's political structures must be utilized to determine the main determinants of income inequality in relation to labour, gender, and employment. On the same note, Canada's federal government plays the role of evaluating public expenditure; therefore, it should benefit all citizens irrespective of their social class. To ensure societal well-being, social workers must be concerned about poverty because it is consistent with their professional values. Poverty causes social exclusion, thereby disempowering people from finding adequate solutions. Similarly, extensive poverty in specific populations means the violation of their dignity; besides, it leads to the denial of vital resources that are essential for daily survival (Canadian Association of Social Workers, 2005). Due to unequal access to essential resources, social workers serve the purpose of redistributing services to various communities through welfare-advocacy and anti-poverty policies.

Inequality in social work practice is a problem because the social work profession is generally to the welfare and self-realization of all people (Canadian Association of Social Workers, 2005). As a result, it is vital to utilize scientific knowledge to meet both workers and the public's needs. One fundamental priority of the social work profession is to empower and satisfy the needs of persons who are vulnerable to various challenges, such as poor living standards and financial difficulties. On the contrary, inequality poses a challenge to such goals since it affects their commitment to fostering human rights as outlined by the code of ethics. It also inhibits a wide range of values, such as competence and productivity in professional practice. Secondly, inequality limits the pursuit of social justice and respect for dignity; besides, social work is developed on the commitment to upholding the worth o all persons. Thus, social workers must respect Canadian society (Canadian Association of Social Workers, 2005).

Social workers must pay attention to inequality because it has a wide range of effects. In Canada, the social class disparity has been the primary cause of inequality. Poor living and working conditions impair health and shorten lives (Rose & Hatzenbuehler, 2009). The consistency in the unequal distribution of health makes the society inequitable and unjust. Consequently, “structural inequity becomes bio-medically embodied in the majority of people who comprise the body politic, proportionate to their place in the wealth distribution hierarchy” (Rose & Hatzenbuehler, 2009). Inequality in social work has increased the burden of poverty on specific populations. What is more, the adverse challenges in the lower socioeconomic groups are largely caused by material needs. Consequently, most socio-structural limitations are propelled by material disadvantage, income inequality, and exposure to family chaos and violence (Rose & Hatzenbuehler, 2009

One social work theory that can be applied to flesh out the complexities of inequality is the psychosocial theory developed by Erik Erikson. The theory's central ideology is that people are shaped by their social environment (Syed & McLean, 2017). According to the psychosocial theory, self-identity develops as people relate and associate with countless social factors throughout their lives. On the other hand, poverty causes social exclusion, thereby disempowering people from finding adequate solutions to their challenges. Such factors make people react and adapt; therefore, they can be used to understand inequality. The psychosocial theory outlines specific social crisis that could shape personality, such as trust, which makes coordination more effective. Understanding these factors makes it easier to interpret how individuals (social workers and clients) see themselves and the world at large. In summary, the psychosocial theory forms a framework that can guide social workers on how to treat clients, and their needs differ.

Section 2: Social Work Response.

Macro social work is a preferable solution to inequality in social work; this system investigates and evaluates social challenges, then various strategies are developed to implement change within the community and state level (Rothman & Mizrahi, 2014). The main difference between macro and other social work interventions is that it involves a broader scope (community or state). Macro social work involves various practices, including developing multiple organizations, analysis of policies, evaluation and advocacy for social programs, and communal educations. Therefore, there is always a wide range of responsibilities and organizations involved in within this field, such as non-profit organizations, political advocacy groups, and research institutions, to name a few (Rothman & Mizrahi, 2014). Like most social initiatives, macro social work involves understanding people within their environment and how factors such as racial discrimination, gender inequality, and national legislation impact people and social circles around them.

Some social workers and users are experiencing inequality; and this could lead to poor health or other environmental factors that threaten their well-being. Therefore, I choose macro social work to solve inequality; this is because it involves investigating social challenges facing specific populations. Through research, data collection, and communal outreach, social workers usually take their time to evaluate and discover the particular issues that affect the community's well-being—for instance, factors leading to limited resources healthcare for the elderly. That aside, macro social work develops and strategically manages programs meant for the persons in need. What is more, it educates the community and communal education is a fundamental factor for social change. To be more precise, the social worker can inform people of the health management strategies. Also, macro social workers serve as representatives for the disadvantaged populations through various initiatives such as child welfare programs. Other than that, the fundamental priority of the social work profession is to empower and satisfy vulnerable persons' needs to solve a wide range of challenges.

Macro social work has various benefits; first of all, social workers must always investigate and understand the vulnerable populations in relation to the political, social, and cultural factors. Secondly, it empowers a large number of people as compared to other social work methods. For consistency and proficiency, macro social work primarily involves analyzing policies, evaluation, and advocacy for social programs. What is more, macro social work encompasses communal education through various institutions (Rothman & Mizrahi, 2014). Despite of the benefits, macro social work has a wide range of limitations; first of all, working with communities is time intensive since it involves a large number of people. Therefore, this could be discouraging to some social workers who prefer working in individual environments. Of course, macro social work is meant to benefit many people; however, social workers could face resistance from specific communities; this could frustrate a lot of participants. Changes in policies and laws are often; this means that most workers should participate in regular education to ensure social work is sustainable and productive.

One theory that can be used to explain macro social work is the transpersonal theory. To be more precise, the transpersonal theory utilizes positive influences and initiatives to empower people and make them realize their full potential. This theory can be used for human development to help them overcome adversity (Maniago & Albougami, 2019). On the same note, macro social work fosters various organizations' development, analysis of policies, evaluation, and advocacy for social programs and communal education. Social workers who advocate for policies raise awareness of human rights and other challenges, essential in addressing large-scale social issues. Just like the transpersonal theory's roles, these initiatives empower vulnerable populations such as immigrants, the homeless, and persons with disabilities. By investigating social challenges, educating people, and advocating for the underserved, the transpersonal theory provides and understanding for people, and this enables macro social work to empower and implement change within the communal and state level.

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