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PRINCIPLES OF SOCIAL WORKERS' PROFESSIONAL ACTIVITY IN THE MODERN MULTICULTURAL SOCIETY

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Abstract. *The article deals with the basic principles of social workers' professional activity in the multicultural society. The author analyzes scientific research of Ukrainian and foreign scientists according to the principles of social workers professional activity. The author determines foundations of Ukrainian social work that are fundamental guidelines for social workers duty and interaction with the multinational clients. Principles of social work can be divided into several groups. The article focuses on principles of humanity, justice, altruism, communicative principles, variability of social assistance, the principle of tolerance, the principle of universality, the principle of humanism etc. Complexity and diversity of connections and relationships in the social sphere cause the extensive totality of the principles of social work. The author emphasizes that the multicultural relations are in all spheres of public life and kinds of social relations; therefore they have to become a testing ground for solving ethnic problems and avoiding tension and conflict in the multicultural society. A significant place in the theory and practice of social work is given to psycho-pedagogical principles, which essentially express requirements to the forms and methods of social work and to the methods of psycho-pedagogical impact. Based on knowledge of the general principles and laws of social pedagogy and psychology, the social worker is called to see the relationships between different forms and methods to influence people by means of pedagogy and psychology.*

Keywords: *professional activity, multicultural society, social workers, professional ability and skills, tolerance, principles.*

Ukraine is multicultural country. Migration and intercultural communication actualize the problem of training specialist with human values, spiritual flexibility, and positive attitudes towards people of other ethnicities and personality ready not only to constructive interaction, but also for professional activities in the multicultural society. In the context of this problem, the question of social workers training to work in the multicultural society becomes particularly relevant and important.

Social workers constantly collaborate with different nationalities (ethnic minorities, migrants, refugees, etc.), provide them with all possible social assistance, create conditions for social adaptation in the new multicultural society and prevent the occurrence of ethnic and cultural marginality and ethnic conflicts.

Theoretical principles and training of social workers are highlighted in the works of such scientists as Kapska A., Laktionova G., Zvereva I., Polishuk V., Mygovych I. Principles of social work are discussed in the works of Russian scientists Galaguzovoi U., Zimney I., Gurovoi V.,

Boguslavskogo M. Some aspects of the formation of social worker as a professional disclosed in research of Bocharovoi V., Ljashenko A., Polishchuk V. Theoretical and methodological aspects of training of future social workers found their consideration in the works of Karpenko A. Andruschenko V., Zverevoi I., Kapskoi A. and others.

The purpose of the article is to determine main principles of social workers' professional activity in the modern multicultural society.

In the XX century multicultural relations are the main defining point of the relation system between all social and ethnic communities.

Social work with social and ethnic groups has to create conditions for the normal functioning of the whole society, the normal development of all groups. Social workers have to prevent the conflict and the crisis in the multicultural society. In general, social work in the multicultural society should be divided into three levels, which are closely related, only in this various problems of interethnic relations case can be solved [4].

Social policy is formed in the field of interethnic relations, which provide legal regulation of relations between different multicultural communities, legal and social guarantees for representatives of social and ethnic communities and groups at the state level.

It is very important to create positive public opinion about the relationships between the multicultural groups, between indigenous and non-indigenous residents of the regions at the regional level.

All the specific issues (ensure their resettlement, housing, training, health care) of adaptation of social and ethnic groups to the local conditions are solved at the local level. Help in the preservation of national identity, customs, traditions, psychology and culture is very important factor of social workers' professional activity in the multicultural society. These issues should involve all local authorities, all social institutions, including the establishment of social services. The main task of social workers is to defend the interest of the people, help them to solve their problems. Social workers should not only be highly qualified specialists in the field of multicultural society, but also agents of humanistic ideas, the ideas of justice and equality between people in general and especially the representatives of different social and ethnic groups [2, p.4].

The multicultural relations are in all spheres of public life and kinds of social relations, they have to become a testing ground for solving ethnic problems and avoiding tension and conflict in the multicultural society.

Particularity of social work is the unity of knowledge and skills, which is a fundamental principle of social work. Science cannot exist without

such unity, and highly qualified specialists of social work cannot be trained without it. According to the fact that social work is universal activity and has an interdisciplinary nature, its principles are the principles integrated from other sciences [1].

When social workers are not able to analyze and research on trends in the particular situations and formulate conclusions and requirements for their actions, so they should use the results of the manifestations of objectively existing social laws, conclusions from the lessons of the previous social experience, which become a common origin, the rules and principles of their activity. Complexity and diversity of connections and relationships in the social sphere cause the extensive totality of the principles of social work. Thus, the main purpose of social work is social policy that adequately expresses both theoretically and practically the priority interests of socially vulnerable populations. Judgments and decisions of state-administrative structures are the fundamental political and policy documents, which determine the direction and content of social work, conceptual approaches to the analysis and evaluation of social processes, for pairing, personal and national interests in social work [3].

Principles of social work are objective in its content, and have only a subjective form. Therefore, people are forming principles as guiding principles in order to make their everyday activities do not inconsistent with existing laws. The context of market reform of the practical issues of social activity is extremely complex and varied, all this makes it necessary to systematize the principles of the organization and regulation of social work to ensure the effectiveness of its results. Thus, classification involves clarification of these principles, the identification of the relationship and subordination between them and determines their place in the system of social work. It will create clear structure that organizes and logically connects its components, as well as determines the effectiveness and efficiency of this type of professional activity [7].

We can divide principles of social work into several groups. Specific principles of social work with the basic rules of operation in the field of social services towards the population: principles of humanity, justice, altruism, communicative, variability of social assistance, harmonization of public, group and personal interests, and others.

The principle of tolerance defines the tolerance to a variety of individuals and population.

The principle of universality requires avoiding discrimination in the provision of care for any signs of ideological, political, religious and age-related.

The principle of humanism in social work involves the recognition of man as the highest value, the protection of the dignity and civil rights, the creation of conditions for manifestation abilities of the individual. Humanism in social work requires highlighting such criteria of human activities and interpersonal relationships, which expresses the unity of the objectives and interests of the individual and humanity as a whole, in which social equality, justice, humanity would have been the norm of relationships between people [3].

Important organizing principle of social work is the monitoring and verification of performance. Sense of control and verification activities is to ensure the implementation of state-guaranteed social protection measures of different population groups. Implementation of this principle requires: a combination of administrative and social control, the regularity of its implementation, analysis and offers practical recommendations on elimination of lacks, promote strengthening the rule of law.

One of the basic organizing principles of social work is the unity of authority and responsibility, rights and duties of social services. Their functioning is achieved on the basis of a clear understanding of their functions by each expert, the relevant rights and opportunities of independent decision-making, rigorous definition of the powers and responsibilities of each department, establishing rational relations and information flow between the services of social protection. Responsibility of each social worker, each department in the system of management of social services and the accurate performance of their assigned functional responsibilities is a precondition for the effectiveness of social work in general.

A significant place in the theory and practice of social work is given to psycho-pedagogical principles, which essentially express requirements to the forms and methods of social work and to the methods of psycho-pedagogical impact. Based on knowledge of the general principles and laws of social pedagogy and psychology, the social worker is called to see the relationships between different forms of methods to influence people by means of pedagogy and psychology.

Integrated approach is one of the fundamental principles of social work. Complexity provides, on the one hand, the integrity and the overall impact on the object, on the other, is a barrier against the departmental in solving

of social problems. It acts as a prerequisite for scientific analysis and diagnosis, as a principle, which ensures the effectiveness of psycho-pedagogical impact of the state and behavior of a person, group and community. A practical embodiment of the principle of comprehensiveness in social work involves:

- study and consideration of the interests, needs and attitudes of people, prediction of the impact of their behavior, socio-political and socio-psychological well-being;
- the ability to see people's real personality, needs and desires that are mediated by their professional affiliation, social status, conditions of life and life experiences, and take them into account in the social work practice.

Principles of Social Work closely connected with the ethical aspects of the profession and provide availability of appropriate personal and moral traits (compassion and love to people, nations, cultures, kindness, generosity, honesty and openness, rationality and care, understanding of the client, cooperation on a voluntary basis and free choice, protection of personal dignity and honor, confidentiality, lack of any prejudice to the client, etc.) [5].

The basic principles that should guide social workers in their daily activities set forth in the "International Declaration of Ethical Principles of Social Work".

In the ethics code of Ukrainian social work defined provisions, duty and interaction with customers that are fundamental guidelines for specialists.

Ethical principles of social workers' professional activity: respect for the dignity of each person; priority of clients' interests; tolerance; trust and cooperation in solving customer's problems; access to services; privacy.

Thus, the social workers' professional activity should be guided by the principles of professional ethics. The most common requirements that express the main directions of behavior of the specialist regarding to a particular subject and relations arise in the process of social work, therefore the social worker is required to maintain and promote the assertion of human rights and democracy and collaborate with the clients, trying to solve any problems.

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**SPEECH-COMMUNICATIVE MAINTENANCE OF
DEVELOPING THE EXPRESSIVENESS OF SPEECH OF
FUTURE NURSERY-SCHOOL TEACHERS**

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Abstract. *The article highlights ideas concerning speech-communicative maintenance of the developing the expressiveness of speech of future nursery-school teachers. There is explicated the essence of the concepts of "speech-communicative maintenance of developing the expressiveness of speech of future nursery-school teachers", "actual speech environment".*