Social workers in Lebanon facing the meaning of social work: A study highlighting the meaning of social work for the professionals who are practicing this work in a diverse and complicated context

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Abstract: This study aims to unveil the meaning of social work as perceived by social workers in Lebanon. This meaning was explored through the expressions of 29 surveyed social workers. Their understanding of this meaning was influenced by both personal and professional factors. This meaning emerged from a dynamic, interactive process between the social workers and their work, resulting in feelings of satisfaction, motivation, commitment, pleasure, or suffering as a product. This study sheds new light on a work context, such as the Lebanese context, which has suffered from diverse and complicated problems for years. This is qualitative research with symbolic interactionism as the epistemological framework. The research was conducted in Beirut and the Mount Lebanon regions. Data was collected through semi-structured individual interviews, then transcribed and analyzed using content analysis. The study's findings reveal several dimensions of meaning in social work experienced by practitioners, directly influenced by their interactions within a complex and unstable work environment. Despite these challenges, social workers consistently identify sources of satisfaction and motivation, enabling them to adapt and sustain their dedication to the profession. These insights offer pathways for future research, given the limited national-level studies on social work within this specific context.

Keywords: Meaning of social work, Process, Product, Social worker.

1. Introduction

This research, titled "Social Workers in Lebanon Facing the Meaning of Social Work," explores the conception of the "meaning" of social work in Lebanon, focusing specifically on social workers. Its objectives are to identify the meaning of work attributed by social workers to the practice of this profession in light of the data presented within the Lebanese context, and to explore paths that could lead to proposing strategies adapted to the needs and expectations of social workers in Lebanon. In parallel, this study has led to identify the elements that motivate these social workers to continue or to refrain from working in this field, taking into account the current circumstances of the profession in the Lebanese context.

Moreover, social work, as a profession filled with exclusive values and principles [1] and despite its long history in Lebanon, has rarely been studied or explored through research so its specificities or the characteristics of its practitioners remain unidentified. Empirical studies, in particular, are even rarer on this aspect; a few articles and writings on this subject have been identified in the Lebanese context. Some are current, and others are older, and they have managed to describe some aspects of this profession.

In this regard it's relevant to look at the international context where in recent years, the world has undergone major disruptions and successive economic crises, which have had consequences on institutional, family, individual, and community values, creating significant challenges for the social

management of these critical situations [2]. Furthermore, social work in Lebanon has undergone remarkable evolution over the years. Simultaneously, social workers operating in public and private social organizations are frequently intensifying their actions and responsibilities in this field. Consequently, a study that explores the meaning social workers attribute to their work becomes essential. Exploring the meaning of social work for these professionals is particularly important to shed light on the social work context in Lebanon.

To elaborate on the theoretical framework of the research, meaning is an intellectual conception that is accomplished through a practice linked to previous experiences [3]. Along the same lines, the meaning of work takes into consideration the individual, their intentions and expectations, as well as the conditions under which they perform their work and the dynamic relationships established between them and their context [4]. Thus, the meaning of work presents itself as a product that manifests in various forms of satisfaction, motivation, and commitment, or conversely, through disengagement and professional burnout [5]. As for the identity of the social worker, there is a close link between the social worker, the institution, and the assisted population.

This research is qualitative, exploratory-descriptive, aiming to describe a particular phenomenon in depth [6]. To achieve the objectives of this research, semi-structured interviews were used for data collection. The "semi-structured" interview is one of the most widely used techniques for producing qualitative data [7].

The study sample consisted of 29 social workers active in various intervention fields dealing with a wide range of issues and problems. They work in diverse organizations, both governmental and private. This sample of 29 social workers was recruited based on a non-probability method; or sampling by specific criteria [8] also called a typical or intentional purposeful sample [9].
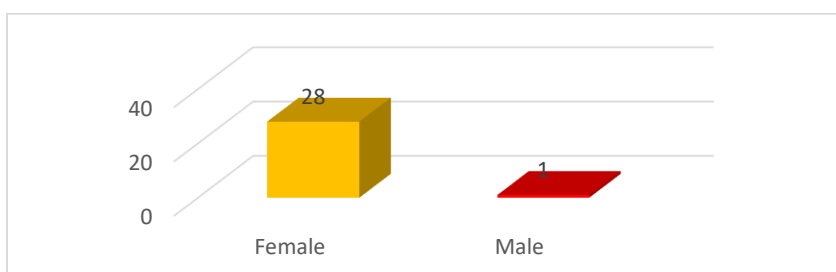

Figure 1.
Distribution of the social workers by sex.

The figure 1 shows the distribution of the participants by sex, it shows that the female social workers in Lebanon are the biggest number while males are fewer .
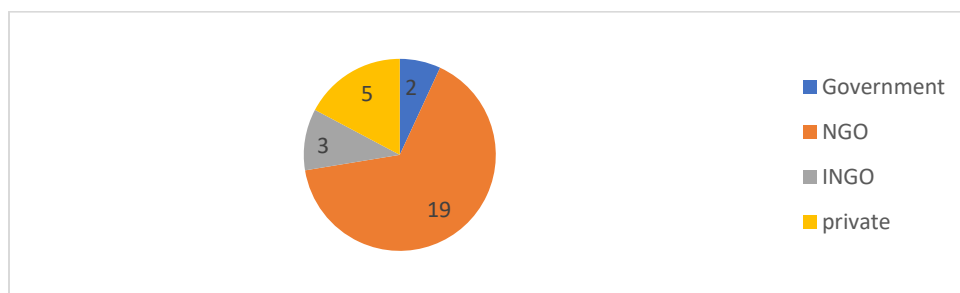

Figure 2.
Distribution of the Social workers by workplace.

This figure shows the distribution of the study sample by workplace where the biggest number was found at NGOs, reflecting the national context 'reality regarding the social workers 'biggest employers.

In this study, the data analysis method was based on content analysis, which aims to objectively and systematically describe information from interviews. This analysis was relevant for this small sample of 29 practicing social workers and allowed for an interesting representation of the reality

The results of this research were presented under six broad categories. These categories, derived from the social workers' descriptions while interviewed. They illustrated the components affecting social work leading to extract the meaning of social work as a product. The primary results showed that social workers suffer in an unpredictable and unstable work context. However, they found positive elements in their daily practice, which facilitated their adaptation to the changing conditions of this profession. These social workers sought to improve themselves to promote professional practice. They applied new intervention modalities, in accordance with emerging administrative guidelines in social organizations.

Finally, as perceived by several authors worldwide, work is a complicated component, as is its individualized meaning. The dynamics of the broader work context are clearly reflected in the evolving landscape of social work in Lebanon. This field continually adapts, reflecting general employment trends while navigating its unique challenges.

2. The Methodological Framework of the Study

2.1. The Problem of the Study

Work demands the planning of thoughts and actions; every worker dedicates his/her effort to a product framework that reshapes the rules of this work [10]. The concept of the meaning of work is a complex representation to define, but it's linked to the feeling of fulfilling a useful obligation for oneself, for targeted individuals, while also considering the professional environment [11]. The meaning attributed to work, as highlighted by several authors, is largely influenced by the individual values and beliefs of those who practice it, which are, in turn, shaped by common culture, family, and the work context [12]. Attributing meaning to one's work determines the practitioner's behavior, potentially leading to turnover or loyalty to his/her job . This question of the meaning of work is becoming extremely important today and is a prominent area of research, particularly in the face of widespread employee demotivation [13].

It is within this context that the current research proposes to better grasp the meaning that a group of Lebanese social workers attributes to their work. This research aims to elucidate the nature of the dynamic relationships established between these social workers and their work environment. Furthermore, this research will provide structures for understanding this meaning based on the social workers' needs and expectations in relation with the work' environment and its characteristics.

2.2. Study Methodology

The approach adopted in this research is qualitative as the interpretation of a meaning can never be done through a precise measurement questionnaire. This qualitative approach utilizes an explanatory model, viewing reality as a human construct. It acknowledges the inherent subjectivity within social life, focusing specifically on the action-meaning described by the social workers participating in this research [14].

This research is exploratory-descriptive in nature, aiming at describing a particular phenomenon in depth: the meaning of work for social workers in a specific context. It has led to understanding concepts in natural contexts by highlighting the meanings, experiences, and viewpoints of social workers [15]. The research had the symbolic interactionism as epistemological framework. It is descriptive insofar as it provides a contextual representation of social work in Lebanon at all levels. Description involves conceiving a lived phenomenon from the perspective of the people who experience it [16]. It's also exploratory because it filled the knowledge gap observed in this field of social work in Lebanon.

2.3. Importance of the Study

Social work is not simply a job; it is a vocation requiring deep emotional intelligence, ethical strength, and a solid commitment to help vulnerable populations. For social workers in Lebanon, this commitment is tested through prolonged economic downturns, political instability, social unrest, and the devastating impact of events like the Beirut explosion and the global pandemic of Covid 19. These multifaceted challenges created a highly complex and often under-resourced operational landscape for social workers.

In such an unstable environment, understanding *why* social workers continue to practice, *what* sustains their engagement, and *how* they create a meaning from their work becomes essential. This research sheds critical light on the subjective experiences of some Lebanese social workers, revealing the professional resilience, strengthening professional identity and regulation and filling a critical knowledge gap. This study provides crucial insights into current social work practices in Lebanon. It acts as a vital baseline, guiding and encouraging future research in this unexplored area.

2.4. The Aim of the Study

This research aims to gain a deeper understanding of the meaning attributed to their work by a group of Lebanese social workers. Its primary objective is to comprehend and explain the resultant meaning of social work for social workers in Lebanon.

Specifically, this study tracks the following objectives:

-To identify the meaning of work attributed by social workers to the practice of this profession, in light of the data presented within the Lebanese context.

-To explore potential pathways that may lead to proposing strategies tailored to the needs and expectations of social workers in Lebanon.

2.5. The Conceptual Framework of the Study

The study meticulously highlights and integrates several key concepts to understand the meaning of social work in the Lebanese context. These core concepts, forming the theoretical and analytical backbone of the research, including: meaning, the evolution of work across different eras and disciplines, the meaning of work, the meaning of work as a process and a product, the sources of meaning in work and the consequences of the meaning of work from a psychodynamic perspective.

- Meaning: The term meaning/sense is a noun, which, according to the Larousse dictionary, covers five primary definitions. Among these, it refers to the *raison d'être* (reason for being), the value, the ultimate purpose or aim of something, and that which justifies and explains it.

-Evolution of wok across different areas and disciplines: The concept of work originates from both the increased number of job seekers and the parallel transformation of its content within society on an international scale [17]. Concurrently, work has undergone significant changes with the development of disciplines such as management, human resources, law, sociology, and philosophy. Ultimately, work is a dynamic, evolving construct, not a static one. Its meaning is profoundly shaped by historical forces, religious doctrines, and diverse disciplinary interpretations. To fully grasp the multifaceted nature of "the meaning of work," one must consider this rich tapestry of perspectives.

-Meaning of work: is essentially tied to the activity performed, which not only serves a specific objective but also acts as a catalyst for personal growth [18]. This engagement, filled with core human principles, enables individuals to cultivate new capacities and competencies within their professional practice, ultimately leading to significant satisfaction. This suggests that satisfaction is a direct outcome, deeply rooted in the personal meaning one finds in their work.

-Meaning of work as a process and a product : The construction of meaning in work as a process involves attributing significance to stimuli through the utilization of representations, which result from individual experience and learning [19]. To conclude with reflections on this process-product axiom, it must be asserted that an individual's personal dimension, encompassing his/her experiences and expectations, is integral to the process. This process, in turn, fuels the resultant effect, which is

perceived and lived as a product. Ultimately, both this process and its product serve as sources of meaning.

- Sources of meaning in work: The existing literature allowed for the identification of these sources across three dimensions: the individuals themselves, it includes personal values, beliefs, past experiences, aspirations, skills, and overall identity; the content of the work, and the work context, including the relationships established within it Morin [20]. Therefore, the three main aspects retained are the significance of work in people's lives, the factors influencing the meaning attributed by an individual to his /her work and the effects related to this meaning that can influence individuals' attitudes, behaviors, and health. It includes personal values, beliefs, past experiences, aspirations, skills, and overall identity.

- Consequences of the meaning of work from a psychodynamic perspective: at this stage, The current discussion integrates the psychodynamic perspective as an interpretive model for comprehending the meaning of work [21]. This framework, validated by existing literature, suggests that the inherent nature of professional activity significantly influences an individual's mental well-being. Furthermore, it suggests that the professional actively engages in self-definition and actualization through the exercise of their competencies and actions.

2.6. Literature Review

A review of international literature reveals that social work is categorized as a profession leading to stress, given its practice with vulnerable and disadvantaged groups [22]. Consequently, social workers seek to integrate new dimensions into their practice to overcome any discomfort they experience [23]. Furthermore, new challenges call for a broad range of skills and abilities that impact social workers' performance [24] and demand continuous self-improvement from these professionals.

Within this profession with undefined outlines [25] the notion of the meaning of social work arises, causing the position of social workers in practice to vary and give rise to diverse interpretations of the work performed. In this same vein of concepts, all work carries a meaning relative to personal identity. Therefore, meaning is a subjective construct that integrates sensory perceptions [26] and a value judgment that is worth investigating. Furthermore, the question of professional ethics proves to be of exclusive importance in this framework, as the evolution of social work practices imposes complications and ethical dilemmas at all levels [27].

At the Lebanese level, the fields of practice and intervention in social work are diverse and numerous. It should be noted that social workers have, for years, been professionals who can practice in various settings across Lebanon while engaging in different approaches and types of intervention. Following this same trajectory, a 2021 study on social workers' needs, conducted by the Lebanese Syndicate of Social Workers, shows that intervention fields are highly varied. Social workers hold specific roles or positions defined by the social organization (Case Worker, GBV Specialist, etc.). According to the same study, professional practice areas vary up to 40 types, including: child protection intervention, family protection and gender-based violence prevention, disability, educational guidance and counseling, and health and development intervention.

Simultaneously, Lebanese society currently faces new forms of challenges that demand new competencies. In response to this reality, social workers in Lebanon are addressing complex and difficult issues that significantly affect the lives of the Lebanese population. It appears, therefore, that the Lebanese context demands various forms of social interventions. Consequently, social workers are continually seeking diverse and adequate responses to complicated social issues that require expertise in professional practice. These responses are always tailored through actions with undefined curves similarly to the international context.

3. Data Collection Tools

Within the scope of this research, the primary data collection method employed was the semi-structured interview. The semi-structured interview, in particular, is one of the most widely utilized qualitative data production techniques. Conducting semi-structured interviews with social workers

allowed for the collection of rich data, thereby contributing to the development of knowledge consistent with the qualitative approach adopted in this research. The reliance on individual semi-structured interviews facilitated data collection by engaging participants in conversational exchanges. An interview guide was developed, uniquely situated between a conversational approach and a more structured questionnaire. This data collection tool proved to be the most pertinent as it champions the art of encouraging social workers to articulate their experiences. This approach enabled the focus of social workers' verbal expressions on specific, research-relevant aspects. The semi-structured interview guide was designed with carefully formulated questions to facilitate subsequent analysis using a relevant matrix.

4. Study Findings

The key findings of the study, have offered a comprehensive overview of the results obtained from the data analysis.

Finding 1: The Feminization of Social Work and the Diversification of Intervention Fields in Lebanon : the participants in this study were 29 (28 female and 1 male), which is reflecting the current situation of social workers in Lebanon where female are devoted to this profession while male still fewer in this field. The feminization of social work traces back to antiquity, where social professions originated from charitable actions predominantly entrusted to women. Furthermore, the concept of gender in social work practice is closely linked to the prevalent image of the helper as a devoted, maternal figure. Social work largely remains a female-dominated profession. This reality is reinforced by the concept that women who engage in so-called "feminine" occupations have historically wanted, and continue to seek, environments that facilitate the combination of professional and family life. Such an analysis, in turn, calls for a rethinking of both academic training modules and field practice. A gendered reading of social work refers to an analysis and understanding of professional practices in the social work field that explicitly considers gender issues. An analysis of this research's findings further reveals that social workers operate within diversified organizations addressing a variety of issues ranging from governmental to non-governmental (NGOs), as well as in private schools and hospitals. Consequently, social workers are able to intervene across diverse fields, engaging in specialized interventions.

Finding 2: The Foundation of Orientation Towards Social Work in Two Trends: Care and Human Rights Advocacy. Two distinct aspects emerged from the analysis of the research results concerning the orientation towards social work. The first aspect " care " is situated at an intuitive, individual level, representing an inherent tendency to provide care or services to others and to offer support to those in distress. Equally, the second aspect resides at an individual level guided and driven by a cause, specifically advocacy for social rights.

The term "care", is frequently used to describe an approach that emphasizes concern for others. This care is frequently applied within the context of social work. At this level and based on the interviewed social workers, various personal values emerged as motivating factors: a preference for this work since adolescence, being shaped by a specific personal journey, fulfilling a dream of helping others, or even possessing a religious inclination to serve vulnerable individuals.

The second aspect of orientation, as discerned from the findings, pertains to an aspiration to concretize the defense of a cause or a specific field of work that manifests as advocacy. Within this framework, the rise of new intervention modalities addressing particularly challenging issues has become apparent. As highlighted by the social workers in the research, topics such as homosexuality, sex work, Human Immunodeficiency Virus (HIV), and substance abuse necessitate advocacy to reclaim the rights of a target population reduced vulnerable by social factors. Social workers with an advocacy inclination find themselves engaging in actions aimed at reclaiming rights. These social workers recognized beneficiaries' right to services as an integral value of social work.

Finding 3: The Concretization of Social Work as an Interactive Dynamic Between the Social Worker and the Work Environment

For the surveyed social workers, commencing their professional practice served as an entry point to concretize the nature of their work as a mission filled with human values, on the one hand, and to comprehend the organizational culture within the social work environment, on the other hand. Direct engagement with reality flashed new expectations and aspirations among social workers. This concrete access to the social work world enabled social workers to explore new avenues for action and to experience emerging opportunities. These avenues include providing care to individuals and families and advocating for the rights of vulnerable populations by responding to diverse challenges. Concurrently, this social work context calls for adherence to several dimensions implemented by social organizations, which social workers are obliged to respect. This necessitates developing new, action-oriented intervention competencies and capacities. This range of demands reflects a fundamental shift in social work's priorities. In parallel, these social organizations have adopted performance evaluations that assess the efficiency of social workers' actions, the effectiveness of their activities, and the sustainability of their programs.

Finding 4: The Paradigm of Responding to Social Workers' Needs and Aspirations in the Workplace

In their process of self-perception within the workplace, the social workers surveyed highlighted several key factors. These notably include the organization of work and its governing conditions—specifically salary, working hours, and the nature of the issues addressed—along with the comprehensive support provided to professional social workers. Together, these components form a foundational basis for attributing meaning to one's work.

The research findings indicated that organizational elements, particularly adequate salaries and other financial benefits, were not guaranteed in most cases. It is important to note that the economic crisis affecting the country has rendered made these salaries insufficient. Currently, a national revision of salary scales across all professions is being called for. The relationship between salary and the conception of the meaning of work has been highlighted in numerous works, as remuneration constitutes a primary factor in filling work with meaning and significance. Continuous learning and the updating of knowledge and skills were identified by the research findings as catalysts for positive emotions among social workers.

Social workers spontaneously emphasized that the realization of their individual objectives and the notion of coherence between themselves and the work environment could not be dissociated from the achievement of the organization's objectives. This relational conception refers to a perspective or approach that grants particular importance to interpersonal relationships and the manner in which they influence individuals, groups, or organizations.

Finding 5: The Effects of the Meaning of Social Work on Social Workers

This perspective explores the symbolic dimension inherent in every individual's work experience, emphasizing its impact on their psychological well-being. Our findings reveal that the social workers surveyed in Lebanon navigate both suffering and satisfaction within their professional practice. These seemingly contradictory experiences are articulated and justified by the social workers themselves. They specifically highlighted challenges such as devaluation, feelings of stagnation and an inability to advance their work, the burden of unpaid overtime, and a perceived loss of dignity in their daily practice. These factors have contributed to detrimental outcomes, including emotional distress, disengagement, and in some cases, job abandonment. The surveyed social workers reported experiencing suffering due to their feelings of powerlessness and inability to fully address the suffering of beneficiaries. A second source of suffering mentioned by participants was the lack of recognition for their work from hierarchy or colleagues. A third source of suffering identified was the complexity of issues arising in a constantly shifting intervention environment. A fourth source of suffering was linked to the absence of resources for intervention (insufficient salary and lack of allocations for beneficiaries) and job instability. These factors were highlighted by social workers as direct sources of their suffering.

Social workers found sources of occasional satisfaction that fostered motivation in their professional practices, enabling them to adapt to the dynamic and challenging context of social work in Lebanon.

These social workers expressed satisfaction when certain factors aligned with their professional and personal expectations. They indicated that despite the difficulties arising from the demanding field, they maintain a strong commitment to social work as a profession. The challenges highlighted by social workers were overcome through personal strategies that fostered adaptation and resilience. This partial satisfaction, as indicated by our results, stems from specific factors positively influencing the social work context. It notably arises from certain organizations' commitment to providing promotions related to employee status, such as advancements based on seniority and opportunities for job mobility (reflecting aspirations for more refined responsibilities).

Social workers highlighted that the primary drivers of their engagement are the utility of their actions and the added value they bring to highly challenging social causes. Beneficiaries remained at the core of social workers' concerns. Furthermore, the support and gratitude from colleagues, coupled with a management and organizational work climate that fosters healthy relationships, significantly contributed to their professional growth and self-actualization at work.

Regarding the decision to quit and to leave social work, all surveyed social workers confirmed that they might change their career path or hold positions within social work with different titles, such as 'case worker,' 'case manager,' project director, or 'manager,' but they would not leave social work permanently.

Observing this panorama of the meaning of social work, as presented by the social workers involved in this research, the results demonstrated that these professionals are motivated to work in social practice due to their foundational cognitive-affective orientation towards the nature of this work. They practice this profession under highly varied conditions, particularly in terms of salary, working hours, and roles. Regardless of the circumstances, social workers continue to work and some have pursued further education to enhance their knowledge, sparing no effort to prove themselves in this context of difficult and complex issues. For some, the meaning of social work emerges as a projection of an experience related to a personal issue that has impacted their own lives. Thus, for these social workers, social work is not merely a source of income but embodies a profound personal aspiration, distinct from any other dimension, motivating them to persevere despite obstacles and challenges.

5. Suggestions and Recommendations

Furthermore, several suggestions and recommendations are highlighted in order to improving the future of social work in Lebanon. These recommendations are situated on four levels: university education, professional practice, research and the profession itself.

5.1. On the Level of University Education

Social work is constantly changing with social transformations worldwide and also in Lebanon, it requires intervention from social workers who sometimes find themselves disoriented due to lack of training and experience. The Lebanese universities are responsible for improving this work context by adequately preparing social workers to master appropriate intervention techniques for complicated and "new" problems. University training could reconsider curricula in light of the transformed national and international context of social work to provide more adapted modules, addressing current topics including intervention in humanitarian contexts, in case of homosexuality, in integrating gender into social programs, and in health promotion fields. Universities in Lebanon have the responsibility to design social work programs that can involve the integration of new skills, awareness of emerging issues, and the promotion of community engagement. Furthermore, universities are called upon to conduct research and studies at the level of social work practice or to encourage students to do so for future improvement.

5.2. On the Level of Professional Practice
5.2.1. Action of Professional Associations

Collaboration among the Syndicate of Social Workers, the Association of Social Workers in Lebanon, and other professional associations across Lebanese territory could significantly enhance social work conditions nationwide. This primarily refers to improving both general working conditions and the overall organizational climate.

5.2.2. Collaboration Among Various Stakeholders Concerned with Social Work

In Lebanon, the Ministry of Social Affairs holds the primary responsibility for overseeing social work. This ministry acts as the central authority for supervising social work practices and implementing social policies nationwide. Additionally, as an official government body, it is in charge with the supervision of social work programs conducted by various NGOs.

5.2.3. Regulation of the Profession at the National Level

The relevant Ministries, particularly the Ministry of Labor and Social Affairs, along with social organizations, could play a crucial role in enforcing measures and rules that govern social work practice. This collaborative function among the various bodies responsible for social work in Lebanon could significantly advocate for the regulation of this profession.

5.2.4. Partnership with Stakeholders Like Municipalities

Collaboration between social workers and municipalities would be beneficial in clarifying the role of social workers in open communities. Partnership with stakeholders in social work involves collaborating and working in close participation with the various actors involved in the national social context. This proposed partnership aims to foster an inclusive, participatory, and collaborative approach to developing solutions, implementing interventions and improving social well-being.

5.2.5. Changes in Social Work in Light of Crises

In response to these challenges, it's suggested that social workers in the field receive specific training for emergency situations. A new risk management framework should also be developed for Non-Governmental Organizations and other relevant bodies, clearly outlining the professional competencies social workers need to have during their interventions.

5.3. On the Level of Research

This study can serve as a catalyst for more rigorous research into various unexplored aspects of social work practice or the professionals who perform this role. Consequently, it could form the basis for developing new concepts derived from understanding the meaning of social work, which warrant further future development.

5.4. On the Level of the Profession
-Professional Qualifications

Social workers must follow a formal study program in the field of social work. This can include obtaining a bachelor's, master's degree, or other recognized certifications in the field from one of the known university institutions in Lebanon. Social workers are required to adhere to strict ethical standards, including confidentiality, respect for beneficiary rights, and commitment to social justice.

5.4.1. Working Conditions

It is essential to ensure that social workers are paid fair and valuable salaries, as this is crucial for supporting a profession dedicated to improving social well-being. This fosters a positive work environment and contributes to the effectiveness and sustainability of social services.

These conditions could include the necessity of: guaranteeing a reasonable workload; ensuring a certain flexibility in work, such as flexible hours or remote work to promote work-life balance for social

workers; implementing formal and informal recognition mechanisms to highlight social workers' exceptional contributions.

5.4.2. Quality of Work

Quality parameters represent a crucial set of measures designed to ensure social services are effective, ethical, beneficiary-centered, and meet professional standards. Based on this research's findings, several suggestions emerge to enhance social service provision in Lebanon. These include ensuring service continuity and actively involving beneficiaries throughout the entire "care" process, from planning to implementation, while frequently assessing their satisfaction. Furthermore, the establishment of accreditation evaluations to assess and recognize social work programs is also of main importance.

Finally, it is essential to ensure that professional ethics are applied through the monitoring (follow-up) of social workers' performance in the field, using monitoring and supervision modules that include the notion of needs and rights to protect social workers and beneficiaries simultaneously.

Ultimately, as perceived by several authors worldwide, work is a complicated component, as is its individualized meaning. The facts related to the context of work in general can be interpreted within the context of social work in Lebanon, a field that continues to evolve over time.

Transparency:

The author confirms that the manuscript is an honest, accurate, and transparent account of the study; that no vital features of the study have been omitted; and that any discrepancies from the study as planned have been explained. This study followed all ethical practices during writing.

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