



# IFSW



## NEWSLETTER

### No. 3 - 1994



The new President of the International Federation of Social Workers, *Elis Envall* from Sweden, being congratulated in Sri Lanka by the outgoing President, *Suzanne Dworak-Peck* from the United States of America. Suzanne Dworak-Peck will still serve IFSW in her capacity as the Federation's first Honorary Ambassador.

IFSW's team of regional Vice Presidents after the election of a new Executive Committee (from the left): *Ann A. Abbott*, USA (North America), *Gloria Lizarraga de Sossa*, Bolivia (Latin America & Caribbean), *Nigel Hall*, Zimbabwe (Africa), *Eilis Walsh*, Ireland (Europe), and *Ng Shui Lai*. Hong Kong (Asia & Pacific). *Margaret Dewhurst*, Canada will serve as Treasurer (photo on page 2).



The following were elected as Members of the Executive Committee, serving in the period 1994 -1996 : *Maria Teresa Abrantes Ávila*, Portugal, *Terry Bamford*, United Kingdom, *Juan Manuel Latorre Carvajal*, Colombia, *Imelda Dodds*, Australia, *Julie M. Foley*, Canada, *Eli Ben Gera*, Israel, *Maria Herczog*, Hungary, *Abd El Monssef H. Hozaien*, Egypt, *Eila Malmström*, Finland, *Anthony Tan*, Malaysia and *Helen Tapfumaneyi*, Zimbabwe.



# President's Message

## An Important Step in the Development of IFSW

The General Meeting in Colombo, Sri Lanka two months ago marked an important step in the development of the IFSW. After many years of work the document on Ethics of Social Work was finalized and amendments to the Constitution and By-Laws were passed incorporating this document into the constitutional basis of the federation. The founding of a Permanent Committee on Ethics will guarantee the continuous development of professional ethical standards throughout the world. This is a challenge to all associations and a commitment for the future never to rest in the struggle for professional development.

Many other challenges and tasks lie ahead of us the next two years. In connection with the preparations for the UN Summit for Social Development in Copenhagen in March 1995 and in the follow up of the declaration and the action program passed there, it will be of maximum significance for the profession and the legitimacy of the IFSW that we succeed in making the Social Work profession visible as instrumental in the implementation of a New World Order for Social Development.

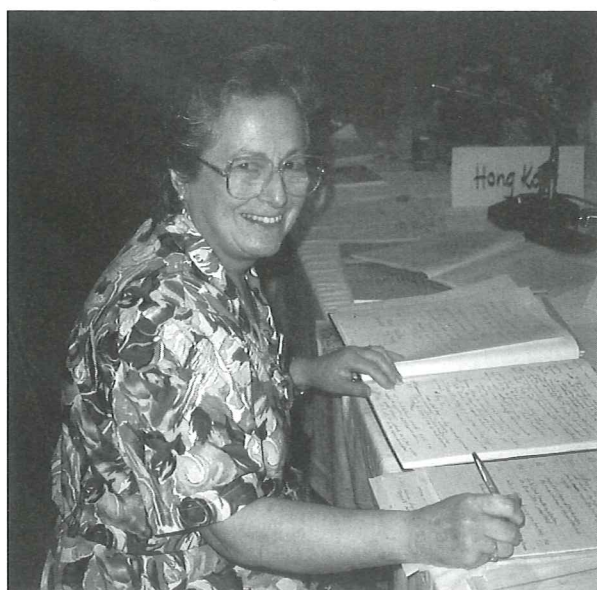
In the inner life of the IFSW it is of outmost importance that we continue the good work started by my predecessor, Suzanne Dworak-Peck, and the former Executive Committee to strengthen the IFSW. We need to strengthen the federation financially with more membership dues as well as non-dues revenue, primarily the Friends program. We must attract new members but we also need to activate current members in order not to lose them. We need to develop and strengthen the work in the regions to reach the aims we have set up. I believe that the work planned for this period to evaluate membership criteria and the membership dues structure will result in a substantial contribution to a continued strengthening of our federation.

But in all of the work ahead of us we must never forget the challenges of our commitment for the Human Rights issues, the many resolutions passed at our General Meeting and the common policies laid down in our Policy Papers. Together all this work and these documents represent the inherent values of social work that we are here to defend and to reinforce.

I look forward to working together with you all.

Stockholm, October, 1994

*Elis Envall*  
President



*IFSW's Treasurer, Margaret Dewhurst from Canada, was busy, responsible for financial matters and at the same time assisting with the minutes from meetings.*

### IN THIS EDITION OF THE IFSW NEWSLETTER

IFSW GENERAL MEETING IN SRI LANKA

WORLD CONFERENCE IN SRI LANKA

PREPARING FOR THE WORLD SUMMIT

NEWS FROM MEMBER ASSOCIATIONS:

AUSTRALIA, DENMARK, IRELAND, ISRAEL, USA

IFSW CONFERENCES AND SEMINARS

NEW EDITION OF THE HUMAN RIGHTS MANUAL

FRIENDS OVER 250

DIARY OF EVENTS



# Active IFSW General Meeting in Sri Lanka

## Membership in IFSW expanded with Romania, Uganda, and Ukraine

New member associations joined IFSW at the General Meeting in Colombo, Sri Lanka, July 6 - 8, 1994 : The Romanian Social Workers Association and the Romanian Association for Promotion of Social Work (forming a Coordinating Body for IFSW-Membership), and the Ukrainian Association of Social Pedagogues and Specialists in Social Work. The National Association of Social Workers of Uganda's request for reinstatement was also approved, and the membership of the Association of Social Pedagogues and Social Workers of the Russian Federation was made permanent. The expansion of IFSW to the highest level of membership ever (covering 58 countries), was only one of the highlights of an active General Meeting.

## Revision of Policy Papers

The Policy Papers on Health, Peace and Disarmament, Child Welfare, Self Help and the Elderly were all revised. The other policy papers will go through a revision process ahead of the next General Meeting in Hong Kong in July 1996, including continued work on establishing a Policy Paper on Indigenous People.

## Permanent Committee on Ethical Issues

Following the approval of a new document on Ethics "*The Ethics of Social Work - Principles and Standards*" (based upon the two former ethical instruments "IFSW Code of Ethics" and "Declaration on Ethical Principles in Social Work"), a Permanent Committee on Ethical Issues will be designated. The Committee, with participation of all regions, shall contribute to keeping ethical reflection and discussion on the IFSW agenda, and work to develop professional ethics and standards for social workers globally.

## Three task forces to work on membership, fee's structure and conferences

In preparation of the General Meeting in 1996, a task force will work on IFSW's membership criteria, examining the present regulations, and especially consider regulations related to countries with more than one national association. Accommodation of membership for transnational social work associations, and membership status for indigenous social work associations will also be considered.

A second task force is asked to examine IFSW's fees structure, including possible revisions of the minimum fees, which already have been reduced for 1995 from 300 to 250 Swiss francs a year.

A third task force will work on criteria for hosting IFSW conferences.

## Other issues

The General Meeting also took action in a number of other issues, such as: Further development of twinning arrangements between member associations, expansion of the Friends of IFSW program, continued cooperation with



*Some of the delegates at the General Meeting: Zenichi Hiramoto and Akiko Yagi from Japan (top left), Carmen Guerra from Spain (top right), and Jones M. Muguse, Nominations Officer from Zimbabwe (bottom left)*

IASSW and ICSW, intensified recruitment of new member associations, new and more effective procedures for acting in human rights cases, guidelines for the appointment of representatives to the UN and other international bodies, enforced activity to ensure non-dues revenue, more involvement in project development, active participation in the World Summit for Social Development, and a review of the IFSW By-Laws and Constitution.

## Hong Kong 1996, Israel 1998

Invitations from Hong Kong for the 1996 World Conference and General Meeting, and from Israel for 1998, were both accepted. The Israel conference is expected to focus also Arab social work experiences. Canada is continuing planning for inviting IFSW in 2000.

## Many resolutions passed

The General Meeting reaffirmed its support for the former Secretary General of the Kuwait Association of Social Workers, still believed to be kept in detention in Iraq, and called upon the Iraqi government to release him and other prisoners of war. The call was presented to the Ambassador of Iraq in Sri Lanka.

Based upon the transition to a democratic South Africa, the General Meeting lifted the former ban on membership in IFSW, and warmly welcomed a future return to membership of a non-racial association of social workers.

Other resolutions included statements concerning child pornography, sale of children and child prostitution, ban on land mines, elimination of weapons of mass destruction, human rights in East Timor and trafficking of human organs.



# Sri Lanka Social Workers Hosting a Successful World Conference

The President of the Sri Lanka Association of Professional Social Workers, Dr. Dudley Dissanayake and his big team of colleagues had ensured that not less than 176 paper presentations were listed in the final program for the 1994 World Conference for Social Workers in Colombo, July 9 - 13, 1994, titled "The Social Work Profession: Family United in Troubled Times". Key note addresses included professor Johan Galtung on "Third Parties in Conflict Transformation: Conflict Facilitators, Conflict Thieves, Both or Neither?", Dr. A. T. Ariyaratne on "Realistic Approach to the Future by the Under-Privileged: A Global Perspective", and Dr. Arthur C. Clarke on "When the World was One: Beyond the Global Village".

The Conference, being opened by Sri Lanka's President, D. B. Wijetunga and commemorated by issuing a special stamp, dealt with the following sub-themes\* :

1. Conflict Resolution and Peace
2. Poverty Alleviation and Empowerment
3. Gender Issues
4. Families and Children
5. Health and Social Problems
6. Environment and Development : Social Work Issues for the Future

Almost 500 participants had a challenging time choosing among the many presentations, and the Bandaranaike Memorial International Conference Hall bustled with social workers from more than 50 countries in the tropical heat.

## Conflict Resolution and Peace

Social conflicts are brought about by a breakdown of the political state, by structural inequalities that engender violence and through non-structural determinants such as racism, ethnicism and prejudice. Required political solutions should involve redressing the structural imbalance. Social work can assist through encouraging an exploration of the issues involved, through promoting communication and expression of ideas, feelings and beliefs, and also by helping marginalised and exploited groups to demand their right to a peaceful and humanised way of life.

## Poverty Alleviation and Empowerment

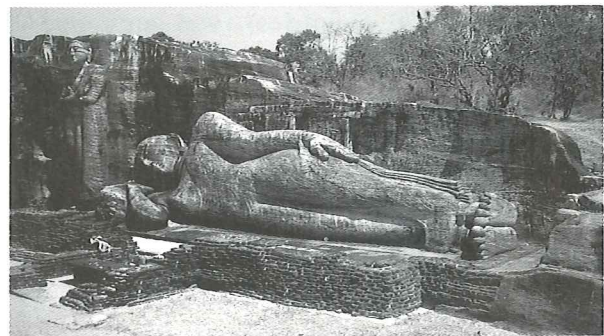
This subtheme is linked to conflict resolution. The United Nations World Summit for Social Development in 1995 will offer a unique opportunity for countries and NGO's to come together and collaborate on poverty issues, empowerment, social integration and job creation. Social workers of all countries have a possibility to provide their national governments with information from the field, focusing on the needs of vulnerable groups as women, children, the elderly and the disabled. These groups have the potential of being important partners in a development process, given that they are empowered to participate. Access to education, health, and housing are some important elements in this process.

## Gender Issues

Women have a key role to play in development, and improvement in women's position means better possibilities for the whole family. Investment in women's issues has shown to have a better influence on social development than the traditional focus on men's issues.

## Families and Children

Recommendations from the workshops on "Families and Children in Troubled Times" included the need for family relationships to be strengthened: Family life education, marriage counselling and alternate care systems in place of institutional care for homeless children should be developed.



*Sri Lanka also presented the participants with many impressive cultural monuments, here a lying Buddha.*

## Health and Social Problems

A variety of topics were covered in this section, and considerable time was dedicated to understanding the problems of aboriginal people, especially in New Zealand and some other countries. The goal of development has been to integrate the dominant and minority culture with proper understanding of the assets and contribution of minority groups. Although a serious problem of forcing the dominant culture on the minority prevails, social workers are beginning to understand the need to have a mutually advantageous gain of integration of both the cultures. It is recommended that a mono-cultural approach give way to a multi-cultural approach, learning from each other's contribution.

## Environment and Development

This theme stressed the need for social work to engage in a wider context than social services and social welfare: Beyond into social development and social change activities on a macro level. There is close interaction between natural resources and people. Social and economic well-being is an inherent component of sustainable environmental resource management.

\*Presentation based on the summary by Nigel Hall, IFSW Vice President for Africa, at the end of the conference.



## **IFSW addressing the 2nd Preparatory Committee for the World Summit for Social Development at the United Nations, New York, August 22, 1994**

*Preparations for the World Summit for Social Development in Copenhagen, March 1995, are in progress at the United Nations. The 2nd Preparatory Committee meeting was arranged in New York August 22 - September 2 with participation of member states and a large number of NGO's. IFSW was represented by the Secretary General and our team in New York, headed by Dr. Celia Weisman. The Committee meeting formed an opportunity for IFSW to address the plenary, and we present the statement, based on input from member associations and others during the General Meeting in Sri Lanka, in extenso:*

"We warmly welcome this unique and exciting Summit, and would like to commend the authors of the Draft Declaration and the Draft Program of Action on the excellence of their work. We would also like to call attention to how social workers can effectively contribute to the outcome, serving the interests of a new global agenda for social development.

The International Federation of Social Workers (IFSW) represents social work associations in 58 countries worldwide, with a total of more than 350'000 social workers. Social workers meet the challenges of poverty, unemployment and social integration on a day-to-day basis in their jobs, and have the commitment to deal with the improvement of the quality of people's daily life on their ongoing agendas. The human needs for food, shelter, health care, education and social security are being focused. Experiences through many decades in developing not for profit, locally based community programs and services in these areas make us ready also for channeling the results of the Summit from the conference table into practical reality for people suffering from deprivation, conflicts and social exclusion. Many social workers are involved in research and in national and local social policy and planning development, which will be stimulated and challenged by the Summit process. On an international level, our Federation possesses the means of transferring innovations and programs through a variety of communication vehicles.

The Summit is met with enthusiasm as an opportunity to upgrade the importance of social issues on the international as well as the national levels, and we find the emphasis to concentrate on do-able priorities to be an approach that can move ambitions into working action for the far too many citizens living in unacceptable conditions.

Social work is based upon some central principles recognized globally through our Federation,

which provide the guidelines for our actions and programs:

- 1. Universal respect for human rights** as a basic tenet for social development.
- 2. Participation of civil society** in the planning and implementation of social policies and programs.
- 3. Empowerment of disadvantaged groups** as a matter of respect and justice, and as a way of "working with" rather than "working for" people to enable progress and recognize the unused resources of the poor and disadvantaged.
- 4. Cooperation between all actors in social development** as a way of developing working partnerships between government and non-governmental organizations, grassroot groups and movements.
- 5. Equal gender opportunities** as a basic tenet for social development, involving the whole population.
- 6. Peace and solidarity** as a new concept of security.
- 7. Social integration** through tolerance and respect for human dignity as a way of fighting violence in families, between groups and nations.

Recognizing the difficulties of realizing these principles as well as moving toward making social development the ultimate form of all development, IFSW looks forward to the Summit and to the plans to formulate and promote a Charter of Social Progress as an important instrument of implementing the outcome of the Summit."



*The logo for the Summit: Hand in hand, step by step, nation by nation, people everywhere can realize the goals of higher standards of living and full employment*

*In addition to this statement, IFSW endorsed together with other global NGOs a statement presented by the International Council on Social Welfare and the International Council of Voluntary Agencies, proposing ten areas of top priorities for action to be agreed at the Summit. This statement is available by request to the Secretariat. IFSW will continue preparing for the Summit, and also present a special edition of the Newsletter ahead of the Copenhagen event, presenting social work responses to the main topics of the Summit : Attacking Poverty, Building Solidarity and Creating Jobs.*



## News from member associations

### Australia

#### **Resurgence of international activities**

The election of National President Imelda Dodds to the IFSW Executive Committee has resurged Australian activities on international issues. AASW (Australian Association of Social Workers Ltd) wants to provide a more tangible level of support to other associations within the region. Work has already commenced on input to the review of the IFSW Policy Paper on Refugees in cooperation with Greece and Zimbabwe.

#### **Reviewing policy on social work education**

AASW is also set to review its policy and procedures for the Social Work Courses in cooperation with the Schools of Social Work.

#### **Responsibility to clients**

AASW's campaign for increased membership has as one of its platforms the responsibility to the clients of social work service. One element of this is ensuring appropriate basic training and the development of continuing professional education and self regulation. The work of National Ethics Committee underlines this commitment to "best practice" for social workers.

### Denmark

#### **Planning for HIV/AIDS Conference**

The Danish association is going ahead with its planning for the HIV/AIDS & Social Work conference in August 1995. The serious situation that people affected by HIV/AIDS have to face every day certainly affects the work of social workers. The conference is aimed at being a forum where people with HIV/AIDS can meet with social workers for open discussions, as well as a possibility for social workers and others to discuss work experience, human rights and ethics.

#### **Cooperation with Albania**

The Vice-President of the Danish association visited Albania in July for a conference on the development of social welfare services and social work in the country, representing IFSW. The visit has led to an interest in Denmark to consider further steps to support the development of an Albanian Association of Social Workers.

### Ireland

#### **Children paying for parents**

Based on a motion at their last Annual General Meeting (AGM), the Irish association has called for an end to the present practice of assessing the means of adult children of elderly applicants for state subvention to meet the costs of going into nursing home care. Since 1993, children may have to contribute to their parent's stay in care.

#### **Criminal/ employment history to be screened**

The AGM also called for a proper system to screen the criminal and employment history of social work and residential care staff, prior to their employment, in services for children, people with physical and learning disabilities and in nursing homes / day care centres for the elderly.

### Israel

#### **46 days of total strike action**

A 46 days total strike action of Israeli social workers, protesting insufficient remuneration and lack of response by government to wage demands, ended in a wage settlement with most of demands met for the next 3 years. The action had the support of the Minister of Social Welfare, most mayors, and also of client groups.

#### **Social Workers bill approved**

The government ministerial committee on legislation has finally approved a Social workers Bill, giving legislative backing to the social work profession, its code of ethics and to the Social Workers Council.

#### **Oslo talks - Women's style**

The Norwegian Confederation of Trade Unions brought Israeli and Palestinian Women, including social workers, together in an Oslo seminar to give female expression to the ongoing peace process. A guarded attitude at the start of the seminar ended in a positive note after the ice was broken. The "Oslo approach" to the Middle East peace process, focusing on the present instead of the past, worked also for the seminar participants, recognising the crucial role women must play to bring the process further.

### USA

#### **Health Care Reform**

The U.S. Congress is finally working on legislation to reform the health care system, criticized across the political spectrum for being too expensive and inefficient and for leaving millions without access to care. Present plans have not been endorsed by NASW because universal coverage is not guaranteed. NASW is also concerned with lack of adequate cost control and definition of a benefit package. Changes to the legislation and introduction of new legislation will last into the indefinite future.

#### **Welfare Reform**

Also being debated in the USA are ways to reform programs that support people in poverty, particularly Aid to Families with Dependent Children. NASW has developed principles of welfare reform, and is committed to reducing the need for welfare by providing: Lifelong development opportunities for all Americans; Increased economic opportunity; Identification and removal of barriers to long-term self-support; A foolproof safety net.

#### **Support to Russian NGO Social Sector**

NASW, ASPSW (the Russian IFSW member), and Support Centers International (a provider of international management training and technical assistance to NGO's) will work together in a partnership to increase the managerial, institutional and communications capability of the regional branches of the ASPSW and other social service sector NGO's within 6 targeted regions of Russia.



## IFSW CONFERENCES AND SEMINARS

### PHILIPPINES TO FOCUS ON HUMAN RIGHTS

The Asia-Pacific Social Workers Conference in Quezon City, January 24-27, 1995 will focus on "Human Rights and Development". The conference is organized by the Philippine Association of Social Workers in cooperation with a number of other Philippine organizations, and supported by IFSW and its Human Rights Commission. More information is obtainable from Evelyn Balais-Serrano, PAHRA, 403 FMSG Building, 9 Balet Drive, New Manila, Quezon City 1112, Philippines, tel & fax: (63) 2 7217814.



*The IFSW Human Rights Commissioner for Asia & Pacific, Evelyn Balais-Serrano (left), invites to Manila, while the President of the Portuguese social workers, Maria Teresa Abrantes Ávila (right), invites to Lisbon, both focusing on Human Rights.*

### EUROPE GOES TO LISBON

The IFSW European Seminar 1995 in Lisbon will also discuss Human Rights when social workers gather April 27-30. The seminar, which is a joint venture between the Portuguese associations and European Regions of ICSW and IFSW, will among other issues deal with "Human Rights in a World of Migration", "Social Dimensions of Human Rights", and "Social Exclusion and Excluded People - World of no Rights". You will receive more information from European Seminar 1995, ICSW - IFSW, Praça de Londres 9 - 4º Esq., 1000 Lisbon, Portugal, tel: (351) 1 846 2666, fax: (351) 1 80 29 88

### ASIA AND PACIFIC MEET IN NEW ZEALAND

The University of Canterbury, Christchurch is the venue when the New Zealand associations and Asia Pacific regions of IASSW, ICSW and IFSW invite to "Partnerships that work?" November 20-23, 1995. The conference will cover partnerships from the global to the specific, giving emphasis to the variety of cooperative and collaborative ways in which the health and social services operate, particularly at the non-governmental or voluntary agency level. The IFSW Executive Committee will arrange its 1995 meeting in connection with the conference. You can obtain more information from The Conference Office, Centre for Continuing Education, University of Canterbury, P. Bag 4800, Christchurch, New Zealand, tel: (64) 3 364 2057, fax: (64) 3 364 2162

### 1996 WORLD CONFERENCE - HONG KONG

"Participating in Change - The Social Work Profession in Social Development" will be the theme for the World Conference July 24 -27, 1996, a joint venture between IFSW and IASSW. The conference will look into how the social work profession meets changes in value and ideology, in social, political and economic arenas, family relations, social work education and more. ICSW will arrange its conference in the days to follow, and the three organizations and their Hong Kong associations will also sponsor a joint day between the conferences, focusing on monitoring the outcome of the 1995 UN Summit for Social Development from a global and regional perspective. The Conference Secretariat can be addressed at the Hong Kong Social Workers Association, 703 Duke of Windsor Social Service Building, 15 Hennessy Road, Wanchai, Hong Kong, tel: (852) 5251802, fax: (852) 525 0068

### ON THE THRESHOLD OF THE 21ST CENTURY

The Israel Association of Social Workers invites to the 1998 IFSW World Conference/ International Symposium in Jerusalem July 5-10. This event is co-sponsored by IASSW and ICSW as well, and will deal with "Social Work on the Threshold of the 21st Century". Information can be obtained already by contacting the Israel Association of Social Workers, 93 Arlosorov Street, Histadrut Building, Tel Aviv, Israel, tel: (972) 3 695 6482, fax: (972) 3 696 4308

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### New Edition of the Human Rights Manual

The United Nations Centre for Human Rights in Geneva has published a new edition of the manual for schools of social work and the social work profession, this time titled "Human Rights and Social Work". The manual, which is no. 1 in a Professional Training Series can be ordered from The Centre for Human Rights, United Nations, CH - 1211 Geneva 10, Switzerland (quote HR/P/PT/1).

The manual, drafted by IFSW and IASSW, is divided in three parts: Social work and human rights; Basic human rights instruments; and Issues for practice reality.

It also contains presentations of IFSW and IASSW, the Universal Declaration of Human Rights and the International Covenant on Economic, Social and Cultural Rights as well as on Civil and Political Rights.



*United Nations stamps featuring human rights*



## 251 FRIENDS OF IFSW

The IFSW Friends program is continuing to grow. More and more social workers, organizations and others register in the program, which is offering a link to international social work. At present, 251 Friends have registered, representing 26 countries.

If you want to know more about how you can become a Friend and receive regular information about our activities, access to International Policy Papers and other documents, discount registration at our conferences and other benefits, you may address the Secretariat. Upon registration, we will also provide a certificate of recognition and the IFSW "gold" Friends pin as symbols of your solidarity with international social work.



### IFSW Friends

The Symbol of Professional Commitment to  
International Social Work

## FUND CONTRIBUTIONS

*IFSW will accept contributions in the form of memorials or tributes, or donations to the Jane Hoey Fund for social work development, and will acknowledge support in the IFSW Newsletter. Donations may be tax deductible in some countries. More information can be obtained from the Secretariat.*

## ADVERTISEMENTS

The IFSW Newsletter is open for advertisements, offering a communication tool for advertisers who want to reach influential social work leaders and organizations globally. The present level of distribution exceeds 1000 copies, and is growing rapidly.

Prices are set to:

Full page: CHF 700/USD 500/GBP 320

1/2 page: CHF 350/USD 250/GBP 160

1/4 page: CHF 180/USD 130/GBP 85

1/8 page: CHF 90/USD 65/GBP 42.50

Advertisements are accepted in English, French and Spanish, and can be printed in two colours at no extra cost. Camera ready is desirable, but not required.

Member associations are given a discount of 20 %, Friends of IFSW 10 %, for each ad.

Deadline for our December 1994 edition is November 10. More information can be obtained from the Secretariat.

*More information is obtainable from the organizers of the different events or from the IFSW Secretariat. ⇒ Please inform us if you know about other events.*

## IFSW Conferences and Seminars

### Quezon City, Philippines,

24-27 January 1995

Asia-Pacific Social Workers' Conference on  
*Human Rights and Development*

### Lisbon, Portugal, 27-30 April 1995

European Seminar : *Human Rights and Social Action*

### Christchurch, New Zealand,

20-23 November 1995

Asia-Pacific Regional Social Services Conference:  
*"Partnerships that work?"*

### Hong Kong, 24-27 July 1996

World Conference: *Participating in Change - The  
Social Work Profession in Social Development*

### Jerusalem, Israel, 5-10 July 1998

World Conference:

*Social Work on the Threshold of the 21st Century*

*For more information on the IFSW Conferences  
and Seminars, please see page 7 in this Newsletter*

## Diary of Events

### **Cotonou, Benin, 5-9 December, 1994**

International Association for Community  
Development: *The Contribution of Community Action  
to Sustainable Development and Democracy*

### **Brussels, Belgium, 9-10 December, 1994**

European Social Action Network: *Migrants and  
Associative Practices - Settings and Perspectives*

### **Jerusalem, Israel, 22-26 January, 1995**

International Conference on Social Work in Health  
and Mental Health Care: *Trends and Challenges*

### **New Delhi, India, 23-25 February, 1995**

Indian Environmental Society:

*International Conference on Empowering Women for  
Sustainable Development*

### **Athens, Greece, 10-13 May, 1995**

3rd Conference European Network Occupational  
Social Work: *Occupational Social Work in the  
Preparation of Retirement and Early Retirement*

### **Oslo, Norway, 13-16 May, 1995**

5th European Conf. on Child Abuse and Neglect

### **Helsinki, Finland, 28 May-June 1, 1995**

5th European Congress on Research in Rehabilitation  
**Helsinki, Finland, 10-15 June, 1995**

17th International Conference of the International  
Federation of Settlements and Neighbourhood

Centres: *Strengthening Communities in our Society*

### **Calgary, Alberta, Canada, 29 July-1 August 1995**

University of Calgary, Faculty of Social Work:  
*International Social Welfare in a Changing World*

### **Copenhagen, Denmark, 16-18 August, 1995**

International Conference: *HIV/AIDS and Social Work  
- Living Conditions, Human Rights and Ethics*

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