

# THE IFSW INTERNATIONAL NEWSLETTER

INTERNATIONAL FEDERATION OF SOCIAL WORKERS

JULY 1975

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THE IFSW INTERNATIONAL NEWSLETTER

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<u>C O N T E N T S</u>	<u>PAGES</u>
1. REMARKS FROM THE PRESIDENT - Miss Teresita L. Silva	1
2. THE PRESIDENT'S REPORT - Miss Teresita L. Silva	3
3. THE EMERGENCE OF WOMEN INTO FULL PARTI- CIPATION IN ALL PARTS OF SOCIETY - Dr. Margaret Mead	10
4. AIMS AND OBJECTIVES OF INTERNATIONAL WOMEN'S YEAR	13
5. IFSW INVITED TO SEND OBSERVERS TO THE WORLD CONFERENCE OF INTERNATIONAL WOMEN'S YEAR	14
6. EXECUTIVE COMMITTEE TO CONVENE JULY IN USA	14
7. FROM OUR VICE PRESIDENTS AROUND THE WORLD	15
8. REMINDER FROM THE TREASURER - Mr. Chauncey A. Alexander	20
9. NEWS FROM NATIONAL ASSOCIATIONS	21
10. US NASW HOLDS 1975 DELEGATE ASSEMBLY; ISSUES PAPERS	27
11. ASIAN, EUROPEAN AND AFRICAN REGIONS RELEASE NEWSLETTERS	31
12. IFSW AND IASSW PLAN TO UNDERTAKE JOINT REGIONAL ACTION RESEARCH	33
13. ICSW PUBLISHES "INTERNATIONAL SOCIAL WORK"	36
14. A THREE-YEAR PROGRAM IN ASIA	38
15. INTERFACE '75 - STEPS IN THE 'WRONG DIRECTION' - Colin Benjamin	41
16. SOCIAL ACTION AND SOCIAL WORK - Miss Monica Yu	46

C O N T E N T S

PAGES

17. CODE OF ETHICS  
- Dr. Heinrich Schiller
18. GUIDELINES FOR RELATING SOCIAL WELFARE  
TO FAMILY PLANNING  
- ACTION RECOMMENDATIONS
- A STATEMENT OF PURPOSE

56

63

#### REMARKS FROM THE PRESIDENT

We tried our best to come out with this issue of the International Newsletter to report on the activities of the IFSW during the past year since the Nairobi conference and symposium. Due to financial constraints we have not been able to release a quarterly international newsletter as planned.

In the Nairobi conference in July 1974, a very specific and detailed work program had been approved with five regional programs to support the international work program. The success of these work programs depended to a large extent on the success of efforts to mobilize the full payment of membership fees as well as external sources of funds. However, in the latter part of 1974, an international situation generated inflation and recession, resulting in poor response to IFSW project proposals for assistance from foundations and other sources of funds.

We are grateful to Friedrich-Ebert-Stiftung, UNICEF as well as the Economic Commission for Africa for having followed through with their commitment to assist IFSW in its African program. In the other regions, we were not as fortunate in generating the same kind of response. However, we continue to be hopeful that when the international economy begins to improve, the project proposals we have submitted to other foundations will receive favorable consideration to enable us to continue with the IFSW work program in every region.

Due also to the inability of some of the countries to contribute their full membership subscription, the international secretariat in Switzerland has been facing very serious financial limitations. We have had to limit the activities of the secretariat accordingly. We are grateful that several member countries have responded so quickly to our request for the early remittance of membership subscriptions for 1975. We hope that more countries will make every effort to respond similarly to enable us to sustain the secretariat. We are continuing to approach other sources of income to assist IFSW in implementing its program.

As this issue is distributed, the Executive Committee members are preparing to meet in Washington, D.C. from July 17-20 to attempt to find ways and means of resolving the financial crisis faced by IFSW as in other international organizations. The Executive Committee looks to our member countries for suggestions, ideas and recommendations which may facilitate our efforts to implement the objectives for which IFSW was organized, in the face of limited financial support.

We wish to assure the membership that the officers of Federation are doing their best to meet the challenges in IFSW. We request the member associations to support the international newsletter by sending the secretariat your publications, news items, comments, suggestions. We hope that in this way, communication among associations of social workers can be intensified and become more meaningful and productive.

TERESITA L. SILVA  
IFSW President

PRESIDENT'S REPORT  
EXECUTIVE COMMITTEE MEETING  
July 17-20, 1975  
Washington, D.C. USA

We wish to welcome all the members of the Executive Committee present at this annual meeting in Washington, D.C. and thank you for your attendance at this important meeting. We are grateful to the NASW of the USA for generously hosting the meeting and for the excellent preparations which have thus far facilitated this meeting. We are grateful in particular to Miss Mary Catherine Jennings and Mr. Chauncey Alexander for all the personal attention extended in preparing for this meeting.

We convene the Executive Committee meeting this year with a most crucial issue for discussion: the financial stability of IFSW. We meet at a time when a most difficult financial crisis faces most parts of the world and has resulted in grave financial difficulties for international organizations like the IFSW. The officers of the Executive Committee started out last year from Nairobi in July, 1974 with a well-planned and exciting work program for the international secretariat as well as for each of the five (5) regions. Each of us received a dynamic mandate and support from our Permanent Council to carry out and implement this work program, with the challenge of mobilizing sources of support, both financial and technical, from each respective region. Toward the latter part of 1974, however, a most unexpected world situation resulting in financial crisis for many international organizations, had serious impact on the feasibility of actively and successfully achieving the objectives of the work program. In spite of these serious limitations, we are continuing our efforts to try to meet our objectives.

### The Secretariat

The secretary-general will summarize for us the problems and constraints which the secretariat had to face and the most difficult circumstances under which it continued operating in the last six (6) months. We are indeed very grateful to Mrs. Catherine Chuard for her dedicated and generous work inspite of serious financial difficulties, and inspite of her ill health. We have before us at this meeting, her letter of resignation which was prompted among other things by her doctors' orders. We are therefore constrained to recommend acceptance of her resignation and to face the difficult task of finding a person to take over the responsibilities which she has assumed for the past three (3) years, and for which we wish to express our deepest appreciation.

### Financial Position

We are grateful furthermore for the support of all the countries who have responded to our request for the early remittance of membership subscriptions for 1975. At this meeting, we shall consider the possibility of receiving financial support from the Browndale Foundation, for a secretariat in Geneva. The aims and objectives of Browndale Foundation as well as its sources of funds deserve serious study. On the other hand, the need to develop a more stable source of income to insure IFSW's continuing existence and to strengthen IFSW's program is a vital issue which deserves more specific and solid decisions and strategies.

The need for wider membership participation and support through the admission of individual members has been raised a year ago. The Executive Committee at this meeting needs to arrive at a recommendation afor the Permanent Council to act next year.



The status of member associations who are consistently unable to contribute their membership subscriptions needs also the Executive Committee's commendatory action.

### Regional Projects

The regional vice-presidents have tried under difficult circumstances to carry out the activities envisioned in each region.

While a three-year program for the Asian region was presented to the Konrad Adenauer Foundation, response has been very slow in coming though we continue to be hopeful about the possibility of holding a regional seminar on social policy in early 1976. On my way home from Nairobi, I had the opportunity to visit India and as a result we are once again in active communication with the Indian Association of Trained Social Workers as well as in particular, the Bombay chapter. The officers are actively working to reactivate the national association and its 13 chapters. We have also contacted the Ceylon Association of Professional Social Workers, the Iran Association and the Papua Association, and have received inquiries for possible membership.

In Africa, we are happy that Friedrich-Ebert-Stiftung, UNICEF and ECA have continued to give our vice-president in the region substantial support for conducting visits to different countries in the region.

It is with deep regret that we received news that the South African Black Association of Social Workers has withdrawn from the Coordinating Council for the Professional Association of Social Workers in South Africa. We are faced therefore with a decision to determine the eligibility of the latter to continue membership in the IFSW.

In Europe, we are indeed proud of our vice-president for the dynamic steps taken to promote communication and direct discussion among the European associations and liaison with the European Commission.

In North America, many efforts were exerted to identify and establish a host organization for the 1976 conference and symposium. Although I made definite plans to pass Mexico on my way to Washington, D.C. I changed my plans due to the announcement that the Mexico National Committee of Social Services had withdrawn their invitation to host the ICSW conferences. Although we usually try to coordinate for common conference facilities with the ICSW conference, we are now faced with a serious decision of a new location for the 1976 conference.

From the Latin American and Caribbean region, we have heard of the heroic efforts of our vice-president to establish communications with the associations in the region and we hope to hear from her during the meeting.

#### Relationships with Other Organizations

In December 1974, IFSW through its president was invited to serve as resource person to the Regional Workshop on Social Welfare Aspects of Family Planning held in Bangkok, Thailand from December 12-21, 1974 at which sixteen (16) Asian countries were represented. A summary of the conclusions and recommendations of this workshop is found in the international newsletter.

We took the initiative in proposing an action research project to be carried out jointly with the IASSW on the topic "Action Research on the Integration of Family Planning and Population Education in Community Based Development Program Through the Social Work Method". The draft of this proposal has been worked out jointly with the regional representative of IASSW,

Dr. Angelina Almanzor and the secretary of ARASWE, Mrs. Esther Viloria, both of whom are from the Philippines. The IASSW through Dr. Almanzor has presented this joint proposal to the International Planned Parenthood Federation for funding.

The IFSW president was also invited to be one of the panel speakers in the ICSW regional seminar to be held in Hong Kong, Sept. 1-5, 1975. At the same time, the president was invited to serve as symposium director for the ICSW conference in Taiwan from September 9-11, 1975. Due to financial limitations and the work pressures of IFSW, I had to decline the invitation.

An invitation was received by IFSW thru the representation of Miss Mary Catherine Jennings, our vice-president for North America to send two (2) observers to the International Women's Year Conference, sponsored by UN held in Mexico from June 19 to July 2, 1975. Mary Catherine Jennings and Maryann Mahaffey attended this conference as IFSW Representatives.

During my short stay in Bangkok last December, 1974, for the ESCAP regional seminar, I was able to meet the new regional representative of UNICEF, Friedrich-Ebert-Stiftung and Konrad Adenauer Foundation, as well as the officials of the Social Development Division of ESCAP. All these discussions focused on establishing working relationships between these organizations and IFSW. Arrangements for exchange of periodicals and newsletters and mutual publication of information in the respective publications were discussed.

I had also the opportunity at this time to meet with Dr. Armaity Desai, president of Asian Regional Association for Social Work Education (ARASWE) to discuss working relationships in the region. At the same time, I was able to visit the ICSW Regional Office in Bombay and meet with Mr. Sharad Gokhale on areas of cooperation which have been written down in specific terms and discussed with Mr. Sayom Ratanawichit, Vice-president for Asia.

### International Newsletter and Brochure

Due to financial constraints we have been able to publish and release only one international newsletter which aims to provide our member countries with information about the issues and problems faced by IFSW as well as good tidings of programs from different national associations. We hope to be able to implement the publication of a quarterly international newsletter this coming year if possible.

The brochure with our new list of 56 member associations is now ready to be printed in Manila and will reach you soon after this meeting.

### Committee Reports

We look forward to the draft of the international code of ethics which Mr. Chauncey Alexander has very kindly offered to prepare and we hope that at this meeting we will be able to discuss this draft before circulating to member countries for their comments.

The report of the Nominations Committee headed by Lene Høgh and the Committee on the Revisions to the By-laws headed by Litsa Alexandraki and Helen Perroti, as well as a report on our international directory will be presented at this Executive Committee meeting. The Program Committee for the 1976 International Meeting and Symposium is expected to meet and finalize their recommendations here in Washington.

The challenge of developing and strengthening an international organization of associations of social workers is an exciting task but full of difficulties and obstacles. However, if we are convinced that there is a role and a purpose for such an international organization, then we must dedicate and commit ourselves to this task. If we are to be successful, the need for more

effective full time management in the secretariat is urgent and the need for more effective response and participation from member associations has to be continually reiterated and emphasized. Support both financial and technical will need to be continually generated in order to maximize the potentials and commitment of IFSW membership. Effective leadership and effective management must be established, shared and supported. In closing, I wish to thank the officers of the Executive Committee, the secretary-general for their contributions this past year; and I look forward to stronger and more consistent progress in the achievement of our objectives this coming year.

TERESITA L. SILVA  
IFSW President

THE EMERGENCE OF WOMEN INTO FULL PARTICIPATION IN  
ALL PARTS OF SOCIETY

Dr. Margaret Mead

The history of human culture has been that of the progressive liberation of some individuals from the insistent demands of providing daily subsistence for themselves and their children. In hunting and gathering societies, both men and women devoted almost their entire attention to hunting for and gathering food, the larger share being provided by either men or women, depending on time and place. The discovery of horticulture freed some individuals to spend some time in other kinds of activity. The discovery of the animal-drawn plow made possible the accumulation of surpluses and allowed some men to be entirely freed from the activities of subsistence. But all women, whether of high rank or low, were still tied by the same rigorous necessity to bear the next generation.

Two things have happened in the world which radically altered the historic roles of men and women: (1) the industrial revolution cast women out into an impersonal world where there was often no one - father, brother, husband, son or clansman - to care for them and their children, thus beginning a new kind of exploitation against which a few men and many women have been rebelling ever since; (2) the medical revolution, which brought epidemic diseases under control, decreased infant mortality, and made individual control of fertility practical, also decreased the need for women to bear as many children as possible.

Today, there is a positive demand that couples have fewer children, which means that both men and women, but especially women, will be freed from a social pressure requiring them to contribute to

society as parents of the next generation, rather than as individuals contributing to the contemporary world. It means that women must now be brought fully into the public sector. In those societies where the domestic sector has been the exclusive domain of women, men must be introduced into that sector, so that both men and women may discharge together their short and limited responsibilities of parenthood and their subsequent responsibilities to the whole of society.

International Women's Year emphasizes this new role for women everywhere in the world; from the garden plots of rural villages to the specialized craft villages where weaving and fishing go on, to the market places and industrial cities of the modern world. The United Nations provides a unique framework within which each nation, no matter how young and poor, no matter how old and rich, no matter how long or short its national tradition, is given equal dignity, as the search for world-wide forms of human dignity is accelerated.

The new roles of women - and reciprocally of men - are inextricably bound up with the whole process of modernization, social and economic development, the search for social justice and equality, and dignity for every human being. A failure to give full recognition (and this means budgetary recognition) to International Women's Year will be a failure on the part of the United Nations and its constituent governments to recognize the importance for the world of this change in women's role and status. It will be a negative, regressive signal to the world that after all, women's place is still in the kitchen with the children, and that the best way to manage women is to keep them "barefoot, illiterate and pregnant."

Every time we liberate a woman, we liberate a man. As civilization has developed, we have progressively freed more and more people to contribute

as individuals, rather than just as parents, to the culture of the world. Now, as never before, we need the imagination, the dedication, the creativity of every individual. They will be needed to get society through the massive transformation in values and institutions required for an interdependent, diversified, mutually-respecting and supportive planetary society. Humankind has never had such a challenge before.

The crises of the past have been localized; this crisis is global. The crises of the past have not threatened the existence of the whole human race; this crisis does. To meet it we need to draw on the accumulated tradition of half a million years, during which men hunted, plowed, built and organized, while women gathered, planted, bore and reared children. It will be important that every historical feminine insight (taking thought for the morrow, watching the long months of gestation and lactation and the long years of childhood learning, caring for the sick, the weak and the old, and probing deeply into the human heart and the individual human capacity) and every historical masculine insight (to dare, to explore new lands, sail new seas, scale new heights, probe new areas of the natural world) be combined in one complimentary global effort to make this planet a safe home for our children and our children's children.

(Source: UN/CESI)



### AIMS AND OBJECTIVES OF INTERNATIONAL WOMEN'S YEAR

1975 was proclaimed International Women's Year by a resolution of the General Assembly 3010 (XXVII) on 18 December 1972. This resolution outlined the aims of the Year as:

- a) to promote equality between men and women;
- b) to ensure the full integration of women in the total development effort, especially by emphasizing women's responsibility and important role in economic, social and cultural development at the national, regional and international levels, particularly during the Second United Nations Development Decade; and
- c) to recognize the importance of women's increasing contribution to the development of friendly relations and co-operation among States and to the strengthening of world peace.

The designation of 1975 as International Women's Year comes at a time of growing world recognition of the importance of women in the promotion of peace, economic and social development plans and population programmes.

Activities planned for the Year are aimed at increasing understanding of the need for improving the status of women in developed and developing countries alike.

The emblem, adopted by the United Nations for International Women's Year 1975, consists of a stylized dove, the biological symbol for women and the mathematical sign for equality. The emblem will be used on posters, banners, mastheads, postage stamps and other materials connected with activities of International Women's Year. It was designed by Ms. Valerie Pettis, a 27-year old graphic designer at Henry Dreyfuss Associates in New York. The emblem symbolizes the continuing concern of the United Nations in promoting equality of men and women throughout the world.

(Derived from UN,OPI/CESI NOTE IWY/4 of 7 May, 1974.)

IFSW INVITED TO SEND OBSERVERS TO WORLD CONFERENCE OF  
INTERNATIONAL WOMEN'S YEAR

Two observers from the IFSW were invited to the World Conference of the International Women's Year held last June 19 to July 2, 1975 in Mexico City. Communication was received by IFSW President, Miss Teresita L. Silva from Mrs. Helvi Sipila, Assistant Secretary-General for Social Development and Humanitarian Affairs and Secretary-General of the World Conference of the International Women's Year.

In response to the invitation IFSW sent Miss Mary Catherine Jennings, Vice President for North America and Miss Maryann Mahaffey, President of the National Association of Social Workers of USA.

The Organizing Committee of the IWY Tribune considered the UN registration procedures for observers for non-governmental organizations in consultative status with the Economic and Social Council also as registration for the IWY Tribune. The latter took place at National Medical Centre at the same time as registration for the World Conference of the IWY.

EXECUTIVE COMMITTEE TO CONVENE JULY IN USA

The future of the permanent secretariat is a major issue in the agenda of the Executive Committee meeting to be held on July 17-21, 1975 in Washington, D.C., USA. According to President Teresita L. Silva, the Executive Committee will "attempt to find ways and means of meeting the challenge presented by the financial crisis faced by IFSW and other international organizations." Also to be discussed is the envisioned assistance from the Browndale Foundation.

Aside from the officers of the federation, those who have indicated their plans to attend are: Dr. Heinrich Schiller of Germany, Mr. Lorenzo H. Treylor of USA, Miss Helen Perroti of Greece, Mme. Toure of Senegal and Mr. Oyvind Tutvedt of Norway.

FROM OUR VICE PRESIDENTS AROUND THE WORLD

Mr. Gerhard Mensinga, Vice President for Europe, says: After attending the Nairobi meetings in July 1974, we started working as Vice President for Europe. Attempts to organize in collaboration with Yugoslavian Association of Social Workers, a European Regional Meeting in Opatija on the theme "The Role of Social Workers with Regard to Migrant Workers" as decided in Nairobi, did not manage, because there was a lack of response from the national associations. We are trying to establish contact with our Yugoslavia colleagues, whose association is (not yet) an IFSW member association.

Also we are trying to contact the Iceland and Portuguese Association of Social Workers; perhaps in the future also new member associations.

In August 1974 we were in Brussels to prepare with the European community the first meeting of the Liaison Committee. In January 1975 we represented the IFSW as one of the NGO's with a consultative status with the Council of Europe at Strasbourg, attending a special meeting for NGO's representatives with the new elected Secretary General. Also we were present at the meeting of the Assembly and the Commission of Human Rights.

In December 1974 we had a meeting with the European members of the IFSW-Executive Committee in Essen, Germany and we visited the Permanent Secretariat at Basel, Switzerland for a discussion with Mrs. Catherine Chuard about a possible continuation of this secretariat in respect to the bad financial situation of IFSW.

September 1974 in Madrid, Spain we met the President and Vice President of the Spanish Association of Social Workers. We were talking about the position of the social workers in the present situation of a changing society; they do need our support. In Brighton, England, October 1974, we attended the General Annual Meeting of BASW and discussed with the members of their International Relations Committee and the EC-Working Party.



"Having been elected Vice President for Asia," says MR. SAYOM RATNAWICHIT, "I started thinking of allocating part of my full-time office for the establishment of IFSW's Regional Office for Asia, at least on a temporary basis until a more suitable space could be found elsewhere. Since I work for the government of Thailand, it was not very difficult to get a permission to use a small corner of the Department of Public Welfare as our regional office. Being granted a permission to stay in a government agency does not mean merely a space, but it bears an indication of other supports of the government as desks, chairs, typewriters, mimeograph machines, paper, ink, staplers, stencils, or even sometimes cars, are allowed, but not to a large extent. Most important of all, that permission signifies the recognition extended to the Regional Office of the IFSW by the Royal Government of Thailand."

MISS MARY CATHERINE JENNINGS, VICE PRESIDENT FOR NORTH AMERICA, states that "We are making progress on plans for the hosting of the July (Executive Committee) meeting here in Washington. I would suggest that the Agenda item related to the '76 meetings come earlier than when it appears. I would like to have a meeting of the Program Committee as early as possible during the Executive Committee Meeting days."

Miss Jennings has been very active in establishing more definite plans for the Fourth IFSW International Conference and Symposium which was to be held in Mexico in 1976. She had contacted four associations of social workers in Mexico. Communications among these associations, Miss Teresa L. Silva and Miss Jennings had been most regular. However, on June 5, 1975, it was learned that Mexico will not be able to host the ICSW meetings in 1976 due to escalating costs and financial problems.

Miss Jennings also facilitated contact with officers of the secretariat of the ICSW and the IASSW as well as with the IFSW representatives to the UN and the UNICEF.

"In July last year," writes MRS. MARTHA J. MENYA, VICE PRESIDENT FOR AFRICA, "the President, Miss Teresita Silva and myself approached UNICEF and the Economic Commission for Africa with the request that UNICEF sponsor an IFSW team member to work with ECA in Africa in their project of training trainers to deliver better services to women and children." UNICEF has approved this request and for this African project, the Friedrich Ebert Stiftung has been providing substantial support.

Mrs. Menya also says that "It was agreed upon during the Symposium (held in Nairobi last year, on "The Changing Role of Social Workers in a Changing Society") that an African Association of Social Workers be formed. This action was thought necessary in view of the fact that there are many social workers in the region who are untrained. Objective of the African Association of Social Workers would be to assist them through in-service training to come to the level where they too can become members of the IFSW. A draft memorandum was sent out to all African countries for their comments. Unfortunately the response so far has been rather slow. Perhaps this is because members live miles apart and meet only quarterly. However we hope the response will soon improve."

In March of this year Mrs. Menya toured four African countries- Nigeria, Senegal, Ivory Coast and Egypt to promote social work as a profession in countries where national associations do not exist. She also made the trip to meet with social workers in countries where there are associations in order to view their programs and discuss problems confronting them. Of her trip, Mrs. Menya says, "One of the problems which hindered the formation of the establishment of a national association at this time was that in Nigeria each of the 12 states is autonomous. To date only 4 states have formed associations. However, it is hoped that by September of this year there will be at least 2 additional states in membership bringing a total of 6 states having associations and thereby launching the national association of social workers in Nigeria. I was very pleased to meet in Dakar social workers who have their own building where they assist on a weekly basis mothers and children who do not attend government

clinics. They are taught nutrition and general child care. I also later visited the government's maternal and child health clinic, meeting with the staff and discussing with the social workers follow-up of those released. The highlight of my tour (of the Ivory Coast) was in meeting the Minister for Social Affairs who was to declare March 20th Social Workers' Day, through the social workers' assembly. The Minister also felt that perhaps through the government machinery a social workers' building might be constructed for the activities of the association. (In Egypt) I was most impressed with the government's decree that at least 5 of all employed must be handicapped. Not only are handicapped people taught carpentry, craftsmanship, woodwork, etc., but they also make artificial limbs for the disabled and distribute them free of charge."

REMINDER FROM THE TREASURER

Mr. Chauncey A. Alexander, IFSW Treasurer, wishes all members to take note of the following very important points with regard to membership fees:

1. New members are being billed for 1975 fee and entry fee. The latter is the same as the membership fee, so the first year they pay double.
2. Some of the countries have undoubtedly paid their 1975 fee, but I do not have records on that and communication lag did not make it feasible to try to handle it in this correspondence. They can just return the voucher with indication of payment.
3. IFSW membership fees are based upon a percentage (as determined by the United Nations formula) of the total voted budget of 102,745 Swiss Francs or 1.5 Swiss Francs for "each full and paying member, whichever is less." Please send payments in Swiss Francs, preferably by certified check, payable to: International Federation of Social Workers.



### NEWS FROM NATIONAL ASSOCIATIONS

In a meeting of the members of the INDIAN ASSOCIATION OF TRAINED SOCIAL WORKERS who were attending the 17<sup>th</sup> National Biennial Conference of the ICSW held early this year at the College of Social Work, Bombay, a discussion was focused on the enrolment of new members. It was brought to their attention that medical and psychiatric social workers had formed a separate association of their own and even organized independent conferences. Some of the members raised an objection to this and said that the IATSW should take action against it. It was however pointed out that the IATSW had no legal stand in debarring the formation of such associations, but an appeal could be made to those who have formed such associations that they should also become members of the IATSW and strengthen the professional organization to whom they owe their first affiliation and loyalty. The example of the Bombay Branch was given where the Medical and Psychiatric Social Workers had formed a separate wing with its own activities within the larger organization and aegis of the IATSW.

The Bombay Branch of the IATSW suggested that it consider the possibility of preparing a research for identifying social welfare posts in the Ministry of Social Welfare, the Department of Social Welfare and the State Social Welfare Board. It also discussed starting of new branches where the Head Office could initiate work in the northern parts of India and the Bombay Chapter could assist the National Office in starting branches around its region. While the Delhi Office could work in Varanasi, Agra and Lucknow, the Bombay Branch should start new branches in Poona, Nagpur, Ahmednagar, Sholapur and Mangalore. It was suggested that Mrs. Meenaxi Apte work in Poona, Mr. K.D. Sikka in Ahmednagar and Sholapur, Mr. Pradhan in Nagpur and Mrs. Vera Mehta in Mangalore to start branches.

The Hong Kong Journal of Social Work, published by the HONG KONG SOCIAL WORKERS' ASSOCIATION, gave immortal remembrance to Jean Macdonald Robertson with a very ins-

piring view, by Professor Peter Hodge, of her dedication to international social work. Professor Robinson's glorious service included laying the foundation of social work field instruction for the professional training and education of New Zealand social workers, and working with great energy, imagination and distinction in creating one of the first Asian schools of social work in Singapore. Said Professor Hodge:

"In 1967 Jean came to Hong Kong as the first occupant of the Chair of Social Work with the task of building a new Department in the new Faculty of Social Sciences upon foundations laid in a small sub-department of social studies that had been in existence since 1950. Social Work became a course within the undergraduate curriculum leading to the B. Soc. Sc. degree, a joint Honours course together with Psychology and Sociology. As in Singapore, New Zealand and Australia beforehand, Jean took a very active interest in the social work profession, serving on the committees of a number of voluntary organizations and on the Government Advisory Committee on Social Work Training. The treatment, care and rehabilitation of drug addicts was a special, personal interest of hers in Hong Kong, and she participated vigorously on a number of committees of The Society for the Aid and Rehabilitation of Drug Addicts.

Jean Robertson was not an easy person to know. One of her New Zealand colleagues described her as 'a straight-backed Scot who demanded a high level of competence and dedication from students, (who) did not suffer fools gladly unless she was dealing with them as a professional social worker'. She will be remembered for her exacting standards of professional practice, her great integrity, and fearless criticism of poor quality work and laziness in the constant struggle she believed social workers must be engaged upon to gain wider knowledge and deeper understanding.

Hong Kong is a richer place because of her six years with us here, and the social work profession in this city is the better and the more experienced for her teaching, counsel and critical questioning. Her tragic death

is especially sad for denying us the opportunity to meet her again here on a visit, to which those of us at the University particularly looked forward."

Jean Macdonald Robertson died in November 1974. To make her dedication and memory forever live, the Department of Social Work, University of Hong Kong is organizing a Jean Robertson Memorial Fund. The fund will be used for book prizes for students, the winners to be one each from the B. Soc. Sc. and MSW courses.

The AASW News, published by the Federal Council of the AUSTRALIAN ASSOCIATION OF SOCIAL WORKERS, carries a note from Elizabeth Reid, Convener of the Australian National Advisory Committee for International Women's Year 1975, on "The Year of the Woman" and the special focus the Australian government places on the development of women. She says, "Amongst the activities which the Government will initiate and encourage during 1975 are the continued establishment of a network of community centres to respond to women's problems and to encourage their activities; the sponsorship of research projects; education (media and publicity); workshops and seminars; cultural activities and some activity on an international level, including the hosting of a United Nations seminar on women and the media.

However, the Government is sensitive that legislation and other government action alone does not ensure full and free opportunity for women and men to develop and participate within society. It is necessary that women, acting as individuals and as groups outside the Government, work to affect changes which will allow women to develop as individuals, by creating an awareness amongst women themselves of their own inequalities, in areas of social, political, economic discrimination and deprivation.

The Australian Government sees International Women's Year as a means of focusing attention on the achievements of women and the need for continued efforts to remove discrimination against women, as well as providing an opportunity to assess what has already been achieved towards removing such discrimination."

From our regional reports and newsletter exchanges we have more news from national associations:

The NEW ZEALAND ASSOCIATION OF SOCIAL WORKERS took pride when the Social Work Training Council was established at last. They regard it, together with the proposed New Zealand Council for Social Research, as one of the cornerstones for a broad policy of bringing New Zealand back to the mainstream of international development in the social welfare field. The New Zealand Council of Social Services will have a very important role to play in relation to the Training Council especially in submitting assessments of the needs for education and training for social welfare personnel in all agencies. (Newsletter for Asia, January 1975)

The EGYPTIAN ASSOCIATION OF SOCIAL WORKERS organized a workshop for social workers serving in industrial settings during April 1973. A second workshop on the same theme was held February 1974. In May 1974 a training programme was organized for social workers interested in industrial relations. The association organized a training course for Egyptian social workers serving in family planning programmes 1973-74. A cultural programme for members was organized as an extension for a similar programme previously held in 1973. The association is also planning for a second national conference on social work. The first conference was held in 1969.

In Mauritius, the social workers at the Sugar Industry Labour Welfare Board and in the Social Welfare Division are concentrating their efforts in the field of community organization. This is the method of social work, they believe, which is most needed in the developing countries. The building of sound and stable communities based on fellowship and good neighborliness are necessary not only in Mauritius but all over African countries, and new techniques have to be evolved. Mauritius thinks this should be the topic for the next seminar.

The GHANA ASSOCIATION OF SOCIAL WORKERS had an excellent annual seminar in September 1974. Participants came from Togo, Mali, Kenya, Senegal, Sierra Leone, Nigeria and Ivory Coast. Any one wanting details should contact Mr. P.A. Addo, P.O.Box 997, Accra, Ghana. (Newsletter for African Region, First Issue, 1975)

Any person who is an ordinary or associate member (completed training for the profession of social work but not working in the field of social work) of the NETHERLANDS ASSOCIATION OF SOCIAL WORKERS will be eligible for full membership in the NATIONAL ASSOCIATION OF SOCIAL WORKERS after completion of one year of social work employment in the USA.

Any person who is a regular member of the National Association of Social Workers will be eligible for ordinary membership in the Netherlands Association of Social Workers after completion of one year of social work employment in the Netherlands.

In April 1973, after years of exchanging data by mail, an agreement on mutual recognition of membership between Netherlands Association of Social Workers and the National Association of Social Workers (USA) became a fact. To our Dutch colleagues working in the USA, the agreement is indeed of great importance. As they can now become full members of the NASW-USA, they will be able to earn full salaries, because being a member of the NASW-USA - actually acknowledgement of the profession - is a necessary condition for this. They will also have more and better employment possibilities and they will be able to participate in the NASW-USA's training programmes.

Such a mutual recognition of membership also has significance in the growing international contacts between the professional associations themselves concerning common viewpoints on the profession, the standards of expertise and the significance of the profession to a community. (Newsletter for the European Region, March 1975)

From a Regional Report: The CANADIAN ASSOCIATION OF SOCIAL WORKERS has been undertaking restructuring activities. Mr. Anthony Grey, Executive Director, reports that CASW is now a Federation of Provincial Organizations rather than a membership organization. The Governing Board is formed from the persons named by the provincial group. For the National Organization, this has been a period of introspection accompanied by serious financial problems. Each provincial Organization is assessed a quota annually to be paid quarterly. The fee represents a charge for services, such as, the quarterly journal, research in social welfare areas, lobbying in federal legislature, etc. The national organization is still negotiating with Provincial Associations about other tasks and other roles. The trend appears to be requests for more social action, lobbying and research activity. The National Meeting will be held in Ottawa, June 17, where new officers will be elected. Either the Executive Director or the newly-elected President of the Federation will attend the IFSW Executive Committee Meeting in Washington, D.C. in July.

US NASW HOLDS 1975 DELEGATE ASSEMBLY ISSUES PAPERS

Two hundred fifty delegates met at the Sheraton-Park Hotel when the National Association of Social Workers of the USA held its biennial Delegate Assembly at Washington, D.C. from May 31-June 3, 1975. It was highlighted by the introduction of Maryann Mahaffy of Detroit, NASW's incoming president, and an address by Sen. Walter Mondale (D-Minn) at the anniversary luncheon.

In preparation for the assembly, the March issue of the NASW News presented the assembly's actionable items or issue papers which were organized into three general categories: intraorganizational issues, professional issues, and public policy issues. The intraorganizational issues were: 1) reorganization and 2) equity rebate policy. The professional issues category was divided into three parts: 1) legal regulation of social workers, 2) social worker practice-education relations, and 3) employment-job security issues. The third category, public policy issues, included proposed policy statements ranging in subject matter from abortion to tax reform.

Addressing the NASW members on the issue papers, the News said, "The (following) material represents a lot of research and hard work. These are the working papers for this year's Delegate Assembly, to be held in Washington, D.C., May 31-June 3. From these will evolve policy statements which will determine association direction for the next two years. Therefore, their worth to each NASW member cannot be underestimated. The Delegate Assembly is NASW's congress - its law-making body - it's your voice in the association."

The News also carried the substance and the rationale of the working papers. These are:

I. Intra-Organizational Issues

- A. Reorganization - If passed, the proposal is expected to provide a simplified structure which enhances administration and coordination, allows for more responsive and respon-

sible local units, consolidates resources into more effectively staffed state chapters, strengthens accountability at the national, state, and local levels, insures equitable representation, and increases the flexibility required to deal with the many problems and challenges which face the profession.

- B. Equity Rebate Policy - The action requested is that the policy of providing supplemental rebates to those chapters losing income because of the 1971 uniform dues rate be discontinued as of June 30, 1975.

## II. Professional Issues

- A. Legal Regulation of Social Workers - The paper identifies issues of major importance, some of which are: The need to build greater public understanding of professional social work; and the need to improve coordination and uniformity in efforts to obtain licensure.
- B. Social Worker Practice-Education Relationships - The paper points out that a gap continues to exist between social work practice and education, resulting in differential demands and expectations from each. There is need to better the communication and interaction between the two components, thereby decreasing confusion and disintegration.
- C. Employment-Job Security Issues - The paper reviews developments in national administrative and legislative direction, and the change in the composition of the social service labor force from a predominantly untrained to a largely professionally educated labor force.



### III. Public Policy Issues

- A. Modification of NASW Policy on Racism - The proposed policy presents anti-racism policy goals which will focus more sharply all of the association's efforts. Further, it provides particular points of reference for the development of program objectives, implementation, and evaluation.
- B. Modification of NASW Policy on Social Services - The objective is the development of a new comprehensive social service system in the United States which will efficiently assist families and individuals to sustain and enhance their social functioning in a given community
- C. Modification of NASW Policy on Health - Significant modifications include recommendation for quality and cost control at local and regional levels and recommendation for mandatory universal contributions to financing the system.
- D. Modification of NASW Policy on Drug Abuse - Of particular note are recommendations for legalization and government regulation of marijuana; the suggestion that heroin maintenance might be tested on an experimental basis; and the strong recommendation that criminal penalties not apply to persons possessing drugs for their own personal use.
- E. Modification of NASW Policy on Abortion - The proposed statement reiterates social work's responsibility to assist women who have decided to have an abortion and asserts that abortion services are an "integral part of comprehensive health services and must be readily available and accessible to all women in the United States."

- F. Adoption of NASW Policy on Rights of Children - The purpose of this statement is to identify specific rights and entitlements which should be guaranteed to all children whether living with or away from their families and including handicapped as well as normal youngsters.
- G. Modification of NASW Policy on Income Maintenance - The policy's background shows that new social arrangements are required to provide economic security and enable people to lead lives of expanding freedom and creativity. An essential element of such arrangements is a program of income maintenance that meets the needs of our times.
- H. Adoption of NASW Policy on Tax Reform - The statement says that efforts must be taken toward achieving comprehensive structural reform, so that the tax system at every level of government will be "truly progressive."
- I. Adoption of NASW Policy on Revenue Sharing - The statement focuses on major themes, among which are lack of significant citizen participation, and weaknesses in public reporting and accountability.
- J. Modification of NASW Policy on Peace and Social Welfare - The statement is designed to integrate and replace the existing statements, "Peace and Disarmament" and "Social Aspects of Foreign Policy." An effort is made to underscore the dilemma posed by national emphases on military spending at the expense of social welfare needs.
- K. Adoption of NASW Policy on Information and Confidentiality - The proposed policy is geared toward protecting individual privacy, as opposed to the public's "need to know," in situation in which both interests are likely to come into conflict. The statement calls for more energetic, advocacy roles by the association with respect to confidentiality and information usage, and urges efforts to extend privileged communication statutes to cover social workers in all jurisdictions.

ASIAN, EUROPEAN AND AFRICAN REGIONS RELEASE NEWSLETTERS

To establish regular and smooth communication channels among national and regional associations, Mr. Sayon Ratnawichit, Vice President for Asia, Mr. Gerhard Mensinga, Vice President for Europe and Mrs. Martha J. Nienya, Vice President for Africa, launched early this year newsletters edited by them for their respective regions.

Mr. Ratnawichit extends his "many thanks to those who have very kindly extended to us their congratulations on our first issue. You have really given us a great encouragement to go on and make it better, in spite of all difficulties. Since we have received the \$250-per-six-month allocation from Mrs. Chuard, the Secretary-General, mainly to be spent for postage, we have established a mailing list for our newsletter trying to cover all important social work institutions and individuals not only within Asia but the whole world. Suggestions are requested, therefore, as to what institutions and who should be included in our list."

The editorial staff of the IFSW Newsletter for Asia is composed of Mr. Tubkaew Bhiboolnakrin, Miss Siriporn Moolasart, Mrs. Wannee Nantararat, Miss Saovapak Supanit, Mrs. Pimonjan Namwat, Mrs. Naunpen Jitprasonk, Miss Praorapit Chongkolnun, Mrs. Puangrat Dhanatrakul, Mrs. Apisit Kirirat and Mr. Sukda Pookgamarn.

The newsletter has tackled issues on the importance of the IFSW, the challenges of the development of Asia and the activities of the national associations.

In the first issue (March 1975) of the European Region Newsletter, Mr. Mensinga said, "In July 1974 in Nairobi, Kenya the IFSW Permanent Council decided to produce regional newsletters. After months you will find the first attempt of a European regional newsletter. The response on the request for contributions from the national associations was small. Nevertheless we can offer you contributions from the German and the Dutch Associations

in two languages. Lack of time and money urged us to give the announcements and report of your vice president only in English. Without any pretention you will find the following results of our first effort; perhaps it will be useful for your own national associations."

The first issue carried the following: The Code of Ethics- Germany, Tanzania - The Netherlands, Report of the Vice President, Recognition of Membership, Poverty Program and the U.N. European Centre for Social Welfare Training and Research. It included an enclosure on the European Seminar on Problems of Policy, Administration and Coordination in the Financing of the Social Services, Killarney, Ireland, May 18-28, 1975.

"At last we have been able to put out our first Newsletter for the International Federation of Social Workers, Africa Region," said Mrs. Menya in her introduction for the first issue. She added, "Many things happened over the last few years which will be highlighted here. One point of concern is the need for active participation in the national associations. This also includes the raising of funds, which, as you know, has led to a serious crisis in our own secretariat. Therefore, kindly support your national associations and also the IFSW secretariat in order that the aims and objectives set down under our constitution will ever remain in the fore front of social work development in the region."

The first issue carried with it Mrs. Menya's report on her African tour of Nigeria, Senegal, Ivory Coast and Egypt.

IFSW AND IASSW PLAN TO UNDERTAKE JOINT REGIONAL ACTION  
RESEARCH

In the last three years, the teaching of family planning and population education in schools of social work has been planned and developed through a pilot school program of the International Association of Schools of Social Work. The project has facilitated the training of social workers in family planning and population education. However, there has been an identified need for indigenous teaching materials.

In addition, family planning and population education programs have primarily been clinically based and oriented, with the medical profession as the only major discipline fully involved in program planning and implementation. The need for community-based programs and services involving the participation of people at all levels of multi-disciplines has been recognized only recently by family planning and population policy makers and program planners.

The social work profession has long recognized and integrated in education and practice the need for people's participation and the multi-disciplinary approach. Hence, a joint project on "Action Research on the Integration of Family Planning and Population Education in Community-Based Development Program Through the Social Work Method" has been designed with the IFSW c/o Miss Teresita L. Silva, President; and the IASSW c/o Dr. Angelina C. Almanzor, Vice President and Asian Regional Representative, as proponents. The project covers Hong Kong, Korea, Philippines and Thailand and will have a duration of 30 months scheduled to start in April 1975.

It has been presented to the International Planned Parenthood Federation through active representation made by the IASSW c/o Dr. Almanzor. She has visited the countries expecting to be covered by the project and has received generally favorable responses.

It has the following objectives:

1. To study and document the use of the social work method in integrating family planning and population education in community-based development programs;
2. To produce case studies as basis for policy and program formulation and implementation of community-based development programs;
3. To produce and exchange teaching materials from this documentation for the teaching of family planning in social work schools; and
4. To develop closer linkages and working relationships between social work education and the field of practice towards the attainment of developmental social work objectives.

The National Association of Social Workers and the National Association of Schools of Social Work (or in its absence, one school of social work) in each of the four countries participating in the project will assume local responsibility for project implementation. The research component will be monitored by the schools of social work while the action implementation component will be monitored with extended consultancy services by the National Association of Social Workers. In each country, a research coordinator and an action implementation coordinator will be designated. This will serve to assure objectivity of the research findings. Thus, the countries to be chosen would have to have viable national associations of social workers and IASSW pilot schools or association of social work schools that will take responsibility for the action implementation and research monitoring tasks. The countries preferably, would be at different stages of development.

In each country, a community action project will be identified in a rural or urban community. A regional project steering committee will be convened twice at the start of the project and upon completion of data analysis to plan the research design, the monitoring system and the program schemes of the community action projects. This regional steering committee will consist of 8 national research and action coordinators and 2 regional officers and 2 international officers of IFSW AND IASSW. The project budget is estimated at \$154,000.00.

Through this joint IFSW-IASSW Asian project, this community approach using multi-disciplinary participation will be tested and documented, with particular attention to the use of the social work method. It is expected that the results of this regional action research project will provide deeper insights which may influence education and policy-program planning particularly in social work education and practice.

ICSW PUBLISHES "INTERNATIONAL SOCIAL WORK"

Mrs. Kate Katzki, Secretary General of the International Council on Social Welfare, has issued a memorandum enjoining national committees and international member organizations to fully support and subscribe to the International Social Work, office journal of the ICSW, International Association of Schools of Social Work and International Federation of Social Workers. This quarterly publication is concerned with social policy, social welfare programmes and services, social work education, practice and research. It addresses itself to all those aware of the importance of being kept informed about the significant developments in the field of social welfare all over the world.

Mrs. Katzki said that "International Social Work is a unique journal". Nobody questions the high quality of its articles, the excellent standards of its contributors and the great value of its contributions to international social welfare. The contributions are by writers from different parts of the world and stem from various fields of knowledge and skills.

Some of the groups which are subscribers include it in their library and report that those readers interested in international social welfare have found it stimulating and imaginative. We are certain that you will find this journal very useful and that you will appreciate the variety of its contents.

The ICSW Executive Committee decided at its meetings in Nairobi to urge National Committees and International Member Organizations to have no less than twenty subscriptions for International Social Work.



We count on you to do your utmost to support this important part of our activities. We ask you to publicize the journal and encourage your members and others to subscribe to it. We can only guarantee continuation of this high quality undertaking, if our members give it the support it deserves."

Subscription rates are at \$7.00 for a year and \$12.00 for two years. Orders may be had from:

International Council on Social Welfare  
345 East 46th Street  
New York, New York 100017, USA

or from:

International Council on Social Welfare  
(Regional Office for Asia and Western Pacific)  
175 Dadabhai Naoroji Road  
Bombay - 400001, India

A THREE-YEAR PROGRAM IN ASIA

The IFSW proposes an Asian regional three-year program starting 1975 until 1977 inclusive. The general objective of this program is to develop the practice, competence and skills of social workers particularly those engaged in the development of children, youth and families in rural and urban low-income communities; as well as to strengthen national associations of social workers as institutions for promoting more effective social policy and social work practice in Asian countries.

This three-year program includes the following projects:

1. 1975 - A regional study and seminar project on "The Social Workers' Role in Influencing Social Policy Formulation and Planning in Asia." This will be conducted in cooperation with the Asian Regional Association for Social Work Education (of IASSW). This is a two-project package covering 20 countries for IFSW and 15 countries for IASSW (ARASWE). The project aims to provide social workers and social work associations in the Asian region with the opportunity to develop knowledge of methods and techniques in influencing social policy formulation and planning; and to stimulate social work associations to engage in a continuing process of systematic review of social policies and services which are crucial to each country and to the region as a whole. The participants are: Australia, Hong Kong, India, Israel, Japan, Korea, Malaysia, New Zealand, Pakistan, Philippines, Singapore, Thailand and Vietnam.
2. 1975-76 - Action Research - "Case Studies of Youth Development Through Popular Participation." This will include 5 countries representing different levels of development. The primary objectives of these case studies will be to deter-

mine: 1) the social work techniques and strategies used by the community worker in the performance of his/her role as a guide, an enabler and an expert; and 2) the role the social worker played in initiating/building community awareness of the problems/needs in the community and the tasks he/she performed in assisting in youth development.

3. 1975-77 - Regional Study and Seminar Project on the "Effectiveness of National Associations of Social Workers in Asia and Western Pacific." The project covers the 6 countries of Australia, Israel, Hong Kong, Thailand, Korea and Philippines. It seeks to study and assess the effectiveness of national associations of social workers in the region, and to study and recommend activities and programs of national associations in order to increase and maximize their effectiveness in carrying out their functions.
4. 1976-77 - Regional Seminar on "Social Work Practice in Government Agencies."
5. 1975-77 - Asian Regional Office Administrative and Technical Support.

This regional program will be conducted and implemented under the administrative and technical direction of the following officers of IFSW: Teresita L. Silva, President; and Sayom Ramawichit, Vice President for Asia.

The above officers will be assisted and supported by member national associations in the Asian region. Each project component will be assigned to a member national association which will be designated to assume responsibility for planning and implementing the project.

The other member national associations will participate in the project. Non-member national associations in the region will also be invited as participants.

Representation has been made to a private institution for possible support. The proposed budget of the program amounts to \$294,590.00 for three years. The IFSW will provide counterpart support and funds through its international and regional officers, national association officers and their facilities, national conferences, seminars and publications. The total counterpart support amounts to approximately \$90,000.00.

INTERFACE '75 - STEPS IN THE 'WRONG' DIRECTION

Colin Benjamin  
Federal President  
Australian Association of Social Workers

We must be doing something wrong. The papers are criticising us in the same way that is usually reserved for doctors, lawyers and politicians.

In fact the media insists that money is being wasted on social workers when it could be usefully spent on promoting the welfare of the poor.

At the same time there is an increasing demand for welfare manpower and ever increasing requests for social workers to assist in developing new initiatives as part of multi-disciplinary teams.

Undoubtedly there has been an increase in the level of community consciousness about the growth in the welfare infrastructure and a consequent rise in the level of both expectations and hostility.

In the last year there has been an audible hiss at the mention of "professional social workers" at public meetings indicative of a reaction which was previously reserved for those receiving large sums for making people feel ignorant. It appears that we have become a recognized "profession" with all that means in terms of becoming a conspiracy against the laity.

Priced Out of the Market?

This reaction can be taken in two ways: as a criticism of the growth of the welfare industry or as a glimmer of recognition that social workers are at last being called to account for their growing salaries and status.

In the first category lie such comments as "you are pricing yourselves out of the market"; "social workers are not prepared to accept responsibility at the level of the salaries they are being paid" and "when will you tell your members that they must work for the communities' good and not expect the community to do everything itself."

In the second category fall comments such as "now you call yourselves social planners, does that mean you aren't in welfare any more?" and "we're sick of you professionals coming here telling us what we should do."

Very senior welfare officials and some Cabinet members have also expressed concern that there appears to be more and more community organization, community planning and social development and less and less service delivery, primary casework and old fashioned welfare going on.

Are we then to continue to go in the "wrong direction", or should we turn back to the cocoon of professional social work and residual relevance?

### The Wrong Direction?

We are currently moving as an Association away from a narrow sense of identification with the profession of social workers towards a union of those involved in welfare, who are professional in the sense that they are paid for the service that is offered.

We are currently moving into positions concerned with institutional change and development and away from work which is residual and stigmatising.

We are currently becoming concerned about effective social change and increasing our level of expertise and capacity to promote social development and away from gaining professional recognition and enhanced status.

We are currently moving as individual workers into positions which require peer identification rather than academic identification.

This is the "wrong direction" - a step towards change.

### The New Direction

The next step is to continue to move, rather than to hesitate, review and retract.

As an Association we must continue to promote professional education for all personnel involved in social welfare. We must continue to protect the standard of performance of qualified social workers. We must strive to increase the sense of identification with the profession of social work as a means of promoting social change and service to the community. We must increase the numbers of workers skilled in casework and every other technique in the social workers' arsenal. Equal effort must be given to all other welfare education programmes for both providers and consumers.

At the same time the Association must ensure that it becomes informed of the views of the recipients of social services and participants in the process of social development in order to be in a position to adopt an effective social action stance on behalf of goals projected by the membership.

This requires that members are enabled to use the resources of the Association to support social reform as well as longer term social change and redistribution of resources. This means that members can use the Association to struggle with conservative elements such as the "Workers Party" who would seek to replace the gains in social welfare with total reliance on private philanthropy.

To be effective the Association must have the support of its members, not just financial support but personal participation. It must have members who are committed to implement the decisions that are taken rather than to adopt resolutions for "somebody to do something about."

### The Place of Industrial Action

In this context it is possible to re-examine the current debate on the role of the Association as a union.

A union works for its members, and is based upon the strength of the common resolve of the members. In so far as the Association speaks only for academically qualified social workers and not also for those engaged in connection with professional social work, it is weakened in its efforts to develop an effective force for the promotion of the changes it desires to gain in social welfare.

By joining with the other workers in the welfare industry on a basis of promoting expertise and recognition of professional identity, it is possible for the AASW to become effective in promoting the interests of members and at the same time protecting members in their efforts to achieve social change.

It used to be accepted that if one could not achieve social action goals in one's own employment situation, or one was muzzled by Public Service Acts, one went to the Association to ensure that the injustice was noted and action taken. It used to be the view that the social work profession was concerned with the welfare of the individual and the community. It used to be the view that action for social change was both an individual and collective responsibility and that the Association provided the support for such action.



I believe that those views are still those that should be seen as the right direction for this Association, and if others desire to see them as "wrong", as controversial or as leading to the destruction of the "profession's status" they are entitled to that view. Our commitment in the AASW must be more in the direction of being out of step than being in line, so that barriers between colleagues and communities are reduced and standards of service increased.

From "AASW News"  
February 1975

SOCIAL WORK AND SOCIAL ACTION  
(A CASE STUDY OF THE HONGKONG SITUATION)

Monica Yu

"We understand the situation and are very sympathetic with you. But you just have to be patient and wait". This has always been the same vague reply the Yan Yi villagers obtained every time they asked for a definite date for rehousing from the then Resettlement Department.

Yan Yi Village is a resite area, housing about 300 families and situated at the foot of a mountain, Lion Rock. In 1968 the villagers were moved to Yan Yi Village with a promise from the Resettlement Department that they would be rehoused within 18 months. But four years passed and the villagers were still living in the badly weathered wooden structures and in constant fear of typhoon in the hot summer and fire in the dry winter.

In Autumn 1972 the frustration of the villagers went beyond their tolerance. Four years had been a long enough period for their patience, confined as they had been in such appalling living conditions. They decided to wait no longer. They were ready to organize themselves to change their present situation. They formed themselves into a village committee and passed a resolution to demand immediate rehousing from the government. The whole village was mobilized. The villagers themselves bore a large portion of the operation expenses by means of a fund-raising campaign within the village.

After much preparation within the village, the villagers petitioned the Commissioner for Resettlement. But, again, they got the same understanding, apologetic but vague and indefinite reply. They then petitioned the governor, and went to sit peacefully in front of the City Hall, waiting for an answer from the governor. Things took a dramatic turn when the police moved in and charged the villagers with illegal assembly.

In the same evening, through television and radio, the Resettlement Department conceded that the villagers would definitely be rehoused within six months.

All along, a group of social workers had been working closely with the villagers. One of the social workers who had taken care of the old women and small children at that time was also arrested by the police.

This social action event was novel in Hong Kong and has generated many heated discussions among the social work professionals. To those who are tired of being apologetic for defects of the social system, the determined and organized effort of the villagers was an instigation, inspiring them to re-examine their role as social workers, especially their mission in promoting human dignity, in a prosperous British Colony. To some who are concerned with a lofty professional image comparable to other status seekers, this sort of organized activity is a piece of "unrefined" or even "immature" behaviour that may "dirty" the social work profession. These divergent opinions obviously reveal a basic difference in the concept of social work practice.

Some social workers are convinced that intelligence, dialogue and consensus are the routes to successful change. The resort to social action, bordering on confrontation, would be considered as one's ignorance in finding the appropriate channel to have the problem resolved. Obviously, many poor people usually cannot find the correct channel of communication to the right authority. Is this due to their lack of intelligence? A rat can be trained to find its way in a complicated maze. But do the poor folks have the necessary power to enable them to get into the correct channel effectively? It is not that the villagers do not know which string to pull. It is simply that normally they do not have the necessary ability to pull it effectively. For a high ranking official in authority, all he has to do is simply to make a telephone call, expressing his housing need and he is provided with nice accommodation which may often mean a first-class hotel room, if official quarters are not immediately available. On the other hand the poor villagers have to keep on pleading and "begging" for four

years for a decent shelter and - still - they are required to be more patient.

The high ranking official could achieve results with a minimum of effort. The poor majority would need to make a lot of effort; often with no result. C. Waxman said: "Effort without result is impotence". It is clear that the argument for social action is not one of intelligence but that of power.

How can the poor people gather their strength to become powerful? The old saying "Unity is power" is applicable. When the poor and the underprivileged are organized, they will then have the necessary power base to negotiate and to act decisively. Then the process of negotiation will not simply be geared towards a compromise with the controlling authority. Only when the parties involved are on an equal footing at the bargaining table can there be a fair compromise and a meaningful collaboration. However, at such a time, the negotiation or the action would often be considered as a confrontation to the authority or to the establishment.

In the colonial welfare system such an action is often frowned upon by administrators and, at best, grudgingly, supported by welfare agencies. The frowning and grudging could possibly have developed from three sources:

- (1) unquestioned loyalty towards a colonial welfare policy
- (2) dependency of social work profession on traditional patronage
- (3) acceptance of consensus as a panacea.

#### Unquestioned Loyalty Toward a Colonial Welfare Policy

Leonard Simmone in his study on "Agency Financing & Social Change" found that "an organization's change strategy is related to its financial autonomy. The body that controls an organization's finances has ultimate control of that organization".

In Hong Kong the major financial resources for social welfare services come from the government and the big industrialists and businessmen who, together, form the present oligarchy. The interest of the oligarchy is, directly related to the maintenance of status quo. Furthermore, to this oligarchy the concept of welfare is still very much one of charity and paternal kindness.

Government money for welfare services comes via the Social Welfare Department. Obviously, the policy of the Welfare Department must fall in line with the British Colonial Social Policy which, unfortunately, is "pragmatic and remedial in nature". Professor Peter Hodge's study on British colonial policy revealed that such a social policy only intends to play the role of "a housemaid whose function is to tidy up human suffering and insecurity left in the wake of economic development". Out of about two million economically productive population over 600,000 are in industrial undertaking and yet there is a lack of comprehensive social security schemes for industrial workers.

The existing social services mostly focus on control, therapy and rehabilitation of the recipients. Even the numerous youth programmes which sprang up after the 1967 riots were merely efforts to "exhaust" the energy of the youth so as not to disturb the status quo. The youth programmes have never been geared towards enabling and facilitating young people to participate actively in the building up of a more balanced and just society.

Social welfare service is basically meant to be a force for social control. Any activity that is concerned with social change is a sensitive area to be watched by government. As pointed out in the study on colonial social policy, some British officials "considered welfare to be too sensitive a political subject to be left to the ministrations of do-gooders" and preferred to keep a firm control over welfare by the secretariat and the district administration, and to define 'approved' spheres of welfare activity.

It is understandable that government must loyally follow the Colonial Social Policy while one must be surprised to see that voluntary welfare agencies are often no deviant to such a policy either; the reason being that their financial resources are directly or indirectly controlled by government and/or other parties of the oligarchy! Any assertiveness on the part of the recipients to the extent that it is visible will put in jeopardy the support of their patrons. In order to maintain conditions necessary for their stability and expansion social welfare agencies cannot but encourage or even "coerce" their recipients to be "co-operative" to maintain the social condition as it is.

Dependency of the Social Work Profession on Traditional Patronage

in

Social work as a profession/Hong Kong is in its infancy. Many of our social workers have laboured hard to establish a respectable professional image. Yet, unlike other professions, social work is not an enterprise in itself. Its development depends much on the goodwill and philanthropy of the existing oligarchy. The recognition or disregard of the profession usually comes from the establishment and the privileged class. Any support to confrontation strategies, which may characterise lower-class activism, would be conceived as degrading the profession to a lower social order. Such a degradation could mean a death blow to the hope of establishing a dignified professional image.

Social workers are thus very limited in promoting the necessary social actions to bring about social change, and the means employed to achieve their goals are usually patronising. The most one can do is to advocate politely for the clients through the formalised bureaucratic channel of appeal. Such an advocacy, though effective sometimes, is by no means the only approach. In fact there is a fundamental problem in this approach because the recipients still remain dependent on the welfare workers or their agencies, and this dependency only serves to reinforce their apathy and feeling of inadequacy. The role of a social worker as an enabler is very much forgotten.

Indeed, whether a social worker could remain feeling comfortable or not, many of the underprivileged groups in Hong Kong have gone beyond the traditionally acceptable strategies. "The Boat-people's Demonstration for Direct

Re-housing", "The Blind Factory-workers' Strike for Better Wages and Fringe Benefits", "The Hawker Strike for better Allocation of Pitch-stalls", "The Colony-wide Campaign for Chinese as an Official Language", etc. are well-known examples of social action for better deals for the people of Hong Kong. But few professional social workers have been involved in these social development events.

If social workers continue to be wrapped up in the pursuit of professional status only through casework intervention, they can easily become more and more detached from the needs of the people.

#### Acceptance of Consensus as Panacea

Undoubtedly co-operation and consensus have their positive values. But such terms are meaningless if they are pursued for their own sake. Co-operation and consensus really imply a fair deal for both parties. But the poor have so little to bargain with and are partners to no-one's negotiation. One cannot ignore the fact that, unless the parties involved are on equal terms, consensus could easily deviate to concession on the part of the under-privileged.

Inkeles criticized the consensus theory that "instead of being a lens which sharpens our perspective and puts social reality in focus, it becomes a pair of rose-coloured glasses which distort reality, screening out harsh facts about conflict of purpose and interest in human affairs". Indeed, a faithful follower of consensus sees that society is necessarily a harmonious one at all times. The problem can only derive from the individual's inadequacy in personality or inability to make use of existing services. Hence, nearly all services are geared towards "treating" or "rehabilitating" welfare recipients. Many fail, or refuse, to see that the basic problem may be deep-seated within the bureaucratic institutions and the scarcity of resources for the poor. The usual welfare programmes we have here often tend to cripple self-respect and initiative rather than to activate them. Many would criticise that confrontation strategy may cause dysfunction within the social system. The argument of "consensus" versus "confrontation" would be meaningless unless the objective is viewed in the light of ultimate commitments in social work. The basic objective involved should be purposeful social changes initiated and conducted by the under-

privileged in the direction of human dignity and social justice. Be it consensus or confrontation it is not a matter of principle but simply a matter of tactics. In order not to rock the boat social workers have for long treasured consensus. In Hong Kong the people were ruled by a distant and culturally very different colonial power. The government, headed by the Governor, is ultimately responsible to the Queen of the British and not to the overwhelming majority who are Chinese. The policy-making and implementing bodies - the Legislative and Executive Councils - compose of government officials and appointed unofficial members and are presided over by the Governor. The channels for receiving opinions from the common majority are ineffective and opportunities for public participation and involvement in government policy are minimal. The poor have little to influence decisions affecting their daily lives. Sometimes confrontation is a necessary breakthrough.

Social work practice must employ methods that are compatible with its purpose rather than letting methods dictate purpose. This purpose should aim at genuinely involving people in policies and decisions affecting their daily lives. Social action happenings should not be judged by the strategy they have adopted for a particular situation, but by the outcome of whether they have helped the community to act effectively in a given situation, and whether the people (or their organisation) involved in the social action process have become more independent in the corridor of power and therefore have moved some distance to a "better world", as viewed in the light of human right and social justice. Through the process of social action other positive values, such as solidarity cohesiveness, community spirit, community identity and effective leadership, etc. are also developed, and which the social work profession tries very much to promote.

Referring once again to the Yan Yi Villagers, who for the first time formed the Village Committee with emotional, financial and man-power support from the village members, through the process of working together, their self-confidence on social representation has increased. They have also become more concerned for residents living in defferent sections of the village. A change in attitude has also been observed. Previously, when villagers were "ill-treated"



by the Resettlement officials, they would only go home passively, more miserable and frustrated. However, after that social action event, they would consult with their Village Committee, which would then approach the Resettlement Department, to have the matter thoroughly investigated. It is clear that, if the villagers were in the right, they would not hesitate to stand up for it.

Indeed, the Village Committee continued to serve the village groups, even after the villagers had achieved their initial target - urgent re-housing. The Village Committee also negotiated with the Resettlement Department immediately before they moved into a new housing estate to ensure that everyone would be properly accommodated. The Committee also helped organised activities, preparing the villagers for their new community. After moving in the villagers continued to help one another. An outstanding example was the villagers' effort in the combat of the underground gangster, activities which usually prey on people living in resettlement estates. They managed to stall off a gang who usually forced new estate residents to buy electrical appliances from their organisation. When another gang attempted to break into a domestic unit, residents of the same estate building, instead of shutting their doors unconcerned - a typical attitude among many living in public housing estates - all came forth to catch the gang on the spot. Such concerted efforts by public housing residents are uncommon in estates where people are loosely organised.

The efforts of the Yan Yi Villagers in banding themselves together have obviously strengthened their potential and ability to act effectively as an entity for the benefit of the community and their individual members. Had they not formed themselves into an action group they may still have remained a miserable, apathetic, neglected group, stretching their patience to indecision by the authority and begging the mercy of benevolent societies to come to their rescue.

### Conclusion

The poor, as Paulo Freire has observed, "are the first to doubt that they have any capacity and wealth. The worst thing about being poor is the condemnation, hatred and

contempt of self". The most difficult obstacle in overcoming poverty is "the poor man's conviction of his own worthlessness". Such a phenomenon does not simply stem from the psychic inability or inadequacy of the individual. A most significant factor is the social network or societal structure that does not give opportunity for the poor to experience what we believe a democratic and affluent society could offer.

Conventional approaches have left professionals inadequate in the combat of basic cause of social problems. Humanitarian services, groping around individual handicapped situations, only serve to make individual suffering less intolerable, while effectively masking the real cause of the social wound. Such masking can further confuse the poor, leading them to believe that they are the unchosen lot destined to eternal poverty and inferior human worth.

If we are to see the social reality through the lenses of the poor and the under-privileged an entirely different picture may emerge. Organization of the under-privileged towards reconstruction of a better community, to be enjoyed by each and everyone, should be the social worker's ideal. In the process of effecting social actions one cannot simply rely on strategies of entente. Be the strategies "consensus" or "confrontation", they are not a matter of principle, but a matter of tactics. Effective social action should be unwedded to a single style.

To promote social action, which would embarrass the existing hegemony, would put the social work profession into a dilemma. Unless we can resolve the dilemma and have a crystal sharp social work philosophy, we shall "continue to act in a drama which has lost its purpose". The 300 families of Yan Yi Village have given social workers in Hong Kong a good look, not only at themselves, but also at the social work profession and their role in this densely populated industrial colony with increasing urban strains, pressures and political uncertainty.

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## CODE OF ETHICS

Dr. Heinrich Schiller

The changing role of the social worker from the well-meaning charity helper to a recognized, responsible professional worker can become evident by having such a code or not. As many authors (Lotmar, Levy, Otto, Van Beugen) point out, codifying standards of professional conduct is vital for the development towards professionalisation. It seems to me as if social workers all over the world - of course under different circumstances - are in the stage of professionalisation, though with different aims and different success.

Among others, one of the characteristics of a profession is the formulation of a "Code of Ethics" or "Professional Order". Some of these categories constituting a profession are: (Lotmar)

1. The character of a non-profit service to people
2. A body of scientifically proved knowledge - that is, theory based on practical experience (practice - theory)
3. A specific function distinguishable from other service professions
4. A recognizable focus on service
5. A (well functioning) professional organization
6. A minimum of social recognition comparable to that of other professions
7. A code of ethics

At first sight these categories seem quite logic, sound and persuasive, but they are questioned and problematized and not everywhere accepted. This is, of course, due to the fact that social work is a very young profession, in the old countries even more so than in the new countries. Especially the problem of an accepted standard of professional conduct is questioned and is looked upon even in the USA as "embryonic in form" but nevertheless "not a mean achievement for a relatively young profession". (Levy)

Why then do we believe in the necessity of such a code, which arguments can be given?

1. Social work is not a value-free technocratic rationalism. If so, it would only be the servant of those who possess the money and the power; it would not be the conscience of society nor the impetus for social change. (Back)
2. Society and therefore all prospective clients have the right to know about the ethical convictions and the standards of professional conduct, even more so when we talk about a profession in which the client has not the same freedom of choosing his helping agent as he can choose his private doctor or lawyer.
3. Society has the right to expect that there is a safeguard which will call to account each individual social worker who has violated the professional conduct laid down in the code of ethics.
4. Society has the right to expect that the profession has some type of safeguard to guarantee that each social worker performs his profession properly and to interfere when professional standards are severely neglected.

Professor Charles Levy from the Wurzweiler School of Social Work in New York has examined the code of ethics of eighty-nine human service occupational groups (published in "Social Work" Journal of the NASW, Vol. 19, No. 2/March 1974) and found some similarities and common criteria important also to the profession of social work. I have compared codes from eight IFSW affiliated National Associations from four continents. There was only little to no difference between the results I came up with and those found by Professor Levy.

All these codes are structured according to the relationship social work has to different agents:

1. In relation to the client
2. In relation to institutions
3. In relation to colleagues
4. In relation to the profession
5. In relation to society

1. In relation to the client

The social worker shows respect for the client's right to decide on his own actions according to his abilities and enables him to achieve a maximum of self-determination as well as cooperation with the social worker, his peers and society.

The social worker will -in accordance with the provisions made under law - maintain confidentiality. He gives information to others only in accordance with the interest and permission of his client.

The social worker is willing to help all clients - believing in the worthiness of every person - regardless of race, religion, nationality, age or deficiency. He might refrain from helping only if he is not able to perform optimal service and if he states the grounds for refusal to the client unless this is contrary to the latter's interests.

With regard to the client's ability and willingness, the social worker states his function and clarifies his actions in order to avoid the development of false expectations as to help which can be offered.

In his relationship with the client, the social worker will generally keep his personal beliefs, religious faith or outlook on life to himself in order to make sure that the client is free to determine his own point of view.

2. In relation to institutions

The social worker advocates the interests of his client to the institution and works within the goals, regulations and instructions of the agency as long as they are in accordance with the other articles of his professional code of ethics.

The social worker passes on all information pertinent to the improvement of services limited only by the rule of confidentiality.

The social worker feels part of the institution and gives account of the way in which he performs his duties. He keeps his criticism on a professional level and tries to improve the social service within the agency.

In public, the social worker distinguishes between his personal beliefs and activities and those which are representative for his agency.

3. In relation to colleagues

The social worker's attitude towards his colleagues is based on solidarity and willingness for cooperation.

The social worker is willing to share all information and expert knowledge for professional services. He is willing to check his own ideas and performances against those of his colleagues.

The social worker is willing to alter his style of work if he is convinced by colleagues - whereas he himself is taking the responsibility to question the work of a colleague if it does not seem to be in accordance with the professional code of ethics.

4. In relation to the profession

The social worker is working for the improvement of professional standards.

The social worker is expanding the professional knowledge by continuous in-service or advanced training to keep his performance up-to-date with professional standards.

The social worker takes responsibility for the supervision of students in the field of social work.

The social worker takes a stand against unjust and unprofessional criticism of the profession and works towards increasing society's confidence in the profession.

The social worker will refrain from doing anything which might detract from the dignity of the profession.

The social worker feels responsible for developing working conditions under which optimal service can be given.

5. In relation to society

The social worker contributes his knowledge, abilities and experience to the development of society. He strives for the improvement of society as a whole.

The social worker feels responsible for protecting society from abuse, unethical and unqualified activities within the field of social welfare.

The social worker makes clear whether he is acting on behalf of himself, his agency or the profession.

The social worker understands himself as member of a team. He cooperates with other professionals, volunteers etc. in the interest of optimal services to society.

As I pointed out before, these are the main components which can be found in all present codes of ethics under consideration. They might be guidelines for all National Associations of Social Work which are in the process of redefining their particular codes of ethics or which are just in the beginning to formulate this code for their professional Association for the first time.

But there are some crucial questions coming up whenever rules of conduct for the social work profession are discussed. These questions should be considered and reflected carefully; maybe these reservations could also be guidelines or stimuli for the discussion later in this group.



1. Does the strong interest in formulating a code of ethics reflect the strive for protecting the client and society or does it primarily serve the improvement of the professional image?
2. Aren't these codes of ethics merely reflections of the norms and values of the present society - which in fact are the norms and values of the upper class which is oriented towards conservation of the present social system and not towards social progress?
3. Can the presumption that every human being is free to make his own self-determination be maintained or don't we overlook that mass media, economic and social influences take place and perpetuate certain beliefs and conduct which are not at all in the interest of our client?
4. Are the unquestioned, law obeying professional standards really applicable to all social systems, to fascist, communist, capitalistic as well as to so-called democratic social orders?
5. Recognizing the fact that a code of ethics to some extent is only a general guideline for professional conduct, doesn't too much decision rest on the part of the practitioner without giving him enough precise categories on which he can base his decisions?
6. Is the code of ethics which is mainly based on the philosophical background of the old countries really applicable to the new countries? Though partially foreign to the indigenous cultures, do they provide enough of an overall humanitarian point of view?  
(de Jongh)
7. Is the example given by the rich countries with their insatiable consumer philosophy really a good one, or shouldn't the social worker from the so-called developed countries learn from colleagues from the so-called underdeveloped countries where alienation and competitive stress are unknown?

8. Does the profession have the appropriate means for its enforcement? Do we really want to put these ethical guidelines into practice even with the possible consequence of sanctions, or are we going to use them only as noncommittal declarations?

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GUIDELINES FOR RELATING SOCIAL WELFARE TO FAMILY PLANNING -  
ACTION RECOMMENDATIONS

(FROM THE PROCEEDINGS OF THE REGIONAL WORKSHOP ON SOCIAL WELFARE ASPECTS OF FAMILY PLANNING, BANGKOK, DECEMBER 12-21, 1975. c/o The Social Development Division, ESCAP, Bangkok)

It was recognized by the workshop that the involvement of social welfare in family planning was predicated on the same values and philosophical assumptions as social welfare. The humanitarian ethos of social welfare was based on respect for the dignity and worth of people, the right to participation and decision-making in matters that affected their lives, the right to equal opportunity, the capacity for growth and change through utilizing available opportunities and creating new opportunities, social justice and equity.

It was fully agreed that, for any significant impact to be made on fertility behavior, a strong political will was required. Population control should not be an area for exploitation to gain political goals. Total national commitment was necessary to achieve the objective of a good quality of life for all people in the member countries of the region.

Approaches

It was strongly recommended that Governments endeavour to integrate population and family planning policies into over-all socio-economic development policies. Fertility reduction could be promoted through national development policies that provided education and fuller employment, improved the status of women, extensively drew on popular participation and created egalitarian societies with adequate standards of living, consequently inducing people to desire smaller families.

All approaches to family planning must include the demographic, economic and social aspects of development.

The limitations of the clinical approach, after the initial accepters had already been reached, were recognized, and it was recommended that family planning programmes become community-oriented involving local leadership and citizen participation.

The seeming inconsistency of the national population and family planning targets, with the needs and priorities of the local communities, were noted. It was observed that local communities were often not given the opportunity fully to participate and control their affairs. Population and family planning must take into account differential community needs and goals in setting the national targets, support services to develop local organizations to take up activities related to family planning, and suitable machinery and resources should be provided for such participation.

A differential approach to planning and the setting of targets at the local level should take into consideration such variables as socio-cultural attitudes and practices, existing social indicators of development and the degree of accessibility and communications.

A coordinated and multi-disciplinary approach was considered essential to more effective programme delivery. For that purpose, it was recommended that Governments set up a population and family planning coordinating body at the national level to be composed of representatives of ministries of health, welfare, education and economic affairs and other concerned ministries supportive of the family planning programmes, as well as representatives from voluntary organizations and people's institutions, to formulate national policies and coordinate the programmes of the participating units.

It was recommended that any problem-solving activity, including family planning, take account of all three variables of motivation (of individuals, groups and communities in terms of their present level of discomfort with the situation and the relative degree of hope that things could change for them); capacity (in terms of the personal

and situational factors which made for receptivity to family planning, such as education or socio-economic level of development), and opportunity (in terms of social mobility and the delivery of services, including family planning).

#### Policies and Legislation

It was recommended that policies and legislation be formulated which would be incentives for the evolution of the small family norm. For instance, when maternity benefits were withdrawn beyond a certain number of children, alternatives should be provided. While placing responsibility on the individual family, policies should not penalize the child to be borne. Such policies and legislation might be related to housing, family allowance, tax deductions and child welfare benefits.

Governments were urged to develop alternative models of social security for rural Asia. One suggestion was to begin the programme by limiting such security to adults who had three children or fewer.

Legislation pertaining to voting should not be based on population size, as it affected political attitudes to population growth.

Policies to promote equitable distribution of economic benefits and social justice must be initiated.

IUD users and sterilization accepters must be insured against risks of infection leading to mortality.

#### Contraception and Abortion

Positive steps should be taken by all Governments to abolish all laws which prohibited the distribution of contraceptives and make contraceptives available to all persons through various channels, taking account the prevailing socio-cultural factors as well as medical opinion in the country.

Abortion legislation should be made available when continued pregnancy, or the birth of the child, would be socially, mentally or physically detrimental to either the mother or the child.

### Modification of Socio-Cultural Variables

It was suggested that socio-cultural variables could be modified through various direct and indirect approaches:

#### Direct approaches

Appropriate social legislation including inheritance laws, raising the age of marriage, compulsory education and child labor laws, court procedures for all divorces and polygamous marriages;

Changes in preference with regard to family size, sex of the child, male-female roles and status, through the mass media, with the assistance of social welfare personnel to identify the elements to be changed and the strategies of change;

Community approaches used by social welfare personnel to effect change in attitudes;

Community incentives which motivate the community as a whole for change such as offering to build a community-meeting place;

Population and family life education for formal and non-formal groups

Raising the socio-economic status of minority groups;

A religious cell associated with the Government to give direction to the programme and to influence the people.

#### Indirect approaches

Socio-economic development which moved people out of poverty

Improvement of the health of the community, especially decreasing infant mortality, and providing the means and knowledge to achieve better nutritional standards;

Raising the status of women by providing education and employment;

Providing employment between the crucial ages of 14 and 20 to unmarried women to provide incentives for delaying marriage;

A differential approach in social development strategies and inputs to reach the "critical mass", i.e., those at the lower economic levels;

Social security for old age and invalidity.

#### Contribution of Social Welfare to Family Planning

Social welfare was identified as being able to contribute to family planning through its expertise:

Knowledge base: It provides a holistic view of man as a bio-psychosocial entity focusing mainly on knowledge relevant to understanding man's coping behaviors in relation to his social realities and the solutions he sought.

Skills: They are related to utilizing interpersonal communication through work with individuals, groups and communities in order to promote effective coping with persons and situations in his environment.

Attitudes: Value considerations which emphasize the worth and dignity of the person, the right to participate in decision-making, the capacity for growth and change and the right to equal opportunity, justice and equity

Social welfare could contribute to family planning through its roles:

Policy and planning: As instruments of change, policy and planning are utilized by social welfare to modify social institutions and organizations.

Administration, coordination and supervision: The methods of administration as well as the substantive knowledge - human and societal needs and solutions.

Direct service: Family-oriented, group-oriented and community-oriented.

Social welfare could contribute to family planning through the following fields and target groups:

Fields recommended for operating family planning activities through social welfare personnel:

Village communities, urban neighborhoods, housing projects;

Agro-industrial rural-based organizations, cooperatives, labor unions, vocational training centers;

Health and nutrition; and  
Education.

Target groups for intervention by social welfare personnel which were recommended:

Economically vulnerable groups;

Men - greater emphasis needs to be placed on them as they were the decision-makers in the typical Asian family;

Women - mothers clubs, parents of children in day-care centers, schools and social welfare programmes;

Youth - especially out-of-school youth;

Children reached through schools and vocational programmes;



Social defence - frequently they are disordered families, whose members came in conflict with the law;

Physically handicapped - many of whom are known to social welfare institutions and in health or assistance programmes.

#### Some Programme Suggestions

Governments should take positive action to encourage the registration of married couples and/or couples to be married, as well as collect vital statistics relating to health so that such persons could be readily identified for services, including family planning.

Governments should encourage the integration of family life and population education into the school curriculum at all levels as well as for out-of-school youth, community leaders and other adults.

There should be a shift in emphasis of programmes, from women as major target groups, to men, community leaders and out-of-school youth.

#### Social Work Education and Manpower

If social work was to have a meaningful impact in developing societies, social workers must be educated in an interdisciplinary manner so that they understood the complex problems of social development in order to develop a collaborative relationship with other professional groups.

Social welfare personnel should be increasingly involved in the formulation of socio-economic development policies and in the administration of population and family planning programmes.

Governments should financially support training and research institutions involved in social welfare and family planning.

Governments had to have an adequate manpower policy if realistic curricula were to be developed and adequate manpower turned out for social welfare and family planning.

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We believe that women will do most to create a new image of women by acting now, and by speaking out in behalf of their own equality, freedom and human dignity - not in pleas for special privilege, nor in enmity toward men, who are also victims of the current, half-equality between the sexes - but in active, self-respecting partnership with men.

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From "Woman Power"  
By Cellestine Ware

