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**MITTED TO  
F.S.W.**

**BY: ISRAEL NATIONAL ASSOCIATION  
OF SOCIAL WORKERS**

**"EXPANSION OF  
SOCIAL WELFARE:  
CHALLENGE AND  
OPPORTUNITY  
FOR PROFESSIONAL  
SOCIAL  
WORK"**

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## EXPANSION OF SOCIAL WELFARE: CHALLENGE AND OPPORTUNITY FOR PROFESSIONAL SOCIAL WORK

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Profound and constant changes so characteristic of our times impose on present day Society the obligation to proceed as rapidly as possible in the direction of meeting the growing needs of established or quickly growing populations in all fields of social welfare. Unparalleled expansion of social welfare - in all fields of human needs - under voluntary, but primarily under governmental sponsorship, is the characteristic landmark of our social development. Developed and developing Societies, long established and newly independent states alike - all face, with different degrees of urgency and extent, the same burning question: How to meet these ever expanding welfare needs, how to mobilize the necessary reserves; how to establish the appropriate services through which these needs can be met; how to prepare sufficient manpower equipped in knowledge and skill to provide the services required on an acceptable level and at a pace commensurate with the rapidity of social change in our societies.

In the satisfactory answers and solutions to this central problem of our days lies either the promise of a better life for every member of society or the danger of disruption, of collapse, and of a growing estrangement between the haves - and the have-nots, individual and collective alike.

The expansion of social welfare in our present-day societies means not only more services to more people, but a greater variety of services to a greater variety of people, for the dispensation of which different levels and degrees of professional preparation and skills may be required; it also means the need for a constantly growing number of service people on whom will depend the allocation of the scarce resources society can mobilize for welfare needs and services. However, the gap between what is needed and what is available is dangerously widening rather than narrowing, not only in material, but also in human resources.

As the profession long engaged in alleviating human stress and in helping individuals, families, groups and communities provide for their welfare needs, we find ourselves facing one of the most crucial periods in our professional history - a period of test how to adapt ourselves to the changed conditions and also of challenge to live up to the immense expectations and possibilities opening up before professional social work now.

This report endeavors to reflect the thinking on this subject of at least a part of our National Associations; of my colleagues in Israel, and of some of the more recent professional literature.

It deals primarily with two major aspects of the problem we are facing:

- a) the leadership roles of professional social work in expanding social welfare
- b) the contributions professional social work can make in the rapidly expanding fields of Social Welfare.

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#### A) LEADERSHIP ROLES IN SOCIAL WELFARE SERVICES

We all live in a period of startling change. - "Change can't take place without people being hurt". New and different social needs, are continually arising, many of which are the direct concern of Social Workers and Social Welfare programmes.

The development of Social Welfare Services in developed countries, and the establishment of Social Welfare Services in the developing countries highlighted the immediate need for professional Social Workers, all over the world, to recognize a clear responsibility for active participation through direct and indirect leadership in every endeavour designed to improve general standards and ways of life and to transcend traditional professional limitations and prepare for wider responsibilities in regard to: general tasks of social workers, through the use of its knowledge and skills, in collaboration with allied disciplines.

The development of the Welfare State, and the continual institutional aiming to abolish absolute poverty, highlighted the fact that many of the people who come to Social Workers, had difficulties of personality which made them unable to use properly the existing Social Services.

Social Workers are challenged then, to improve their treatment methods, in order to help with personality problems.

The Welfare State has increased the demand for highly qualified trained Social Workers.

On the other hand thousands upon thousands of human beings, are going without help, or are being given service of questionable value and of substandard quality.

This has been due to a combination of facts including: increased population, the upswing in calls for service from individuals, groups and communities, the creation of new services and, the proposals for new programmes etc.

In order to fulfill the leadership responsibilities, and to answer the vast needs arising, we must face the problem of manpower shortages with a realistic approach.

Few countries are going to be in a position to have a sufficient number of professionally trained social workers.

Therefore it is essential, that each country have a core of well trained personnel, who will provide leadership in training professional as well as voluntary workers for every level of performance.

The concern of the social work profession for staffing community health and welfare services is as old as the profession itself.

The profession's interest is rooted in its commitment to service and in its deep and professional convictions that the individual should get the help he needs from persons qualified to give service.

The gap between manpower needs and manpower resources has been widening at a rapid rate.

The shortage becomes more acute with each new government measure and with each major voluntary development designed to improve the quality of services, to extend services to a larger group in the community, or to reach communities and individuals who heretofore have been without services.

Over the years, the profession has frequently emphasized that there are assignments discharged better by persons with different educational background and different training than a professional degree in Social Work. Many welfare assignments require a different kind of competence than that of a professional social worker.

The fact of manpower shortages in Social Welfare appears in all the associations from whom we received reports.

This fact necessitates basic changes in organizational structure of Social Welfare Services and manpower utilization.

The changes must be based on how best to serve client needs, not on present professional role definitions and organizational patterns.

The profession must engage the accusations, that it has become so steeped in tradition and bureaucratic structures that innovation and ability are strangled.

Today manpower has become more of a problem than money.

The profession has not been willing to evaluate critically where it is or where it is going, but has instead spent the bulk of its energies refining where it has been.

The first step in analyzing the problems in the utilization of manpower is to differentiate between the tasks which can be performed by the professional social workers and the staff workers without a professional degree.

It is essential that these tasks be differentiated in relation to the needs of the client to be served, and not solely from a professional definition of the role.

Logically, it would be said that although the goals of the social welfare worker may be similar to those of professional social workers, the means he uses in striving toward these goals, should be different.

The conscious use of the worker client relationship is not available to the social welfare worker, He must therefore, rely heavily on other tools in his work with the client, among which may be the provision of maintenance payments, the finding of a job, the protection of the client from exploitation by community institutions, etc. ....

We must analyze the existing model of service, in which the worker had to minister to the total needs of the client, and to assume full responsibility for all aspects of the case. This procedure was seen as essential for the establishment of a relationship, but it has not been possible to staff this structure with workers, who can make professional use of the relationship nor to meet the requirements of small case loads.

Staff, with different educational backgrounds can be mobilized and utilized effectively.

This structure provides the flexibility that is essential for the client and further makes it feasible and desirable to employ a range of persons with varied backgrounds and skills.

It gives direction, also, for the training of skilled specialists who can function effectively under the direction of the generalist.

The changes in the structure of service can ensure progress to the welfare workers.

The role of the professional Social Worker in this type of multifunctional structure, would relate primarily to decision making. This would include diagnosis, administration, and co-ordination of the service team.

The professional social worker would occupy key decision-making positions and maintain the responsibility of accountability for the service.

Far from being a threat to the status of social workers, such development of subprofessional personnel, would extend their effectiveness and prestige, much as the practical nurse has helped the registered nurse.

Strains between the professional Social Worker and the non-professional staff can be minimized or exaggerated by structural arrangements. The choice of structural arrangements will depend on the clarity with which an agency views the inter-relationship of structure and goals, as well as its choice among the conflicting values that underlie different objectives.

There is a need also, for planned collaboration with volunteers, engaging in the Social Welfare field. Their role and activity however, should be clearly defined.



The following are among the suggestions to solve the shortage of manpower, mentioned in some of the National Reports received by us:

A) Social workers should assume, in every country, initiative, to encourage and to organize surveys of existing manpower in the Social Welfare field, based on existing and future needs as anticipated in expanded welfare programmes in their countries.

B) Schools of Social Work should be encouraged and assisted in every possible way, to increase their enrollment.

C) Educational institutions should be encouraged and assisted in reviewing their programmes in the light of changing needs in the field of welfare.

Every encouragement should be given to the upgrading of personnel already graduated from social work schools, and to welfare personnel.

In view of the fact, that there is a recognized place for welfare workers as well as social workers in meeting personnel needs in the welfare field, and a need to enable professional social workers to assume leadership roles in Social Welfare Services, social workers should assure that:

A) Welfare workers be offered formal training opportunities.

B) A uniform formal educational requirement be worked out, which will enable welfare workers to have a sense of identity beyond that of employees in a specific agency.

C) Professional associations of Social Workers, initiate plans for helping welfare workers reach a recognized place in the community of the different professions involved in the field of welfare services.

In summing up this part of the analysis of reports and literature in regard to leadership roles, we entertain no doubt, that as professionals, we do possess the ability and the potential to assume leadership roles and responsibilities in the welfare field, both in developed and in developing Societies.

This applies not only to broadening practical service, but also to the more complicated and responsible participation in welfare planning on national and even international level.

In the discussions of the work groups, serious attention should be devoted to a discussion and clarification of the many problems dealt with, in the introduction and in the summary of the National Reports, with special emphasis on the following questions:

A) Is there a need for change in the present structure of Social Work Agencies, in order to help the profession meet the changed needs.

B) Defining the leadership roles in Welfare Services, which professional social workers, equipped as they are, can best undertake.

C) Exploring all new avenues to overcome acute shortage of manpower in Welfare Services on different levels of professional preparation and performance.

D) Forms and ways of international cooperation, and defining the contribution which the I.F.S.W. can make in helping the social work profession in different countries to meet the challenge and assume leadership responsibilities in the development of welfare in their own Societies.

B) THE CONTRIBUTION OF PROFESSIONAL SOCIAL WORK AND  
THE PROFESSIONAL SOCIAL WORKER TO WELFARE SERVICES  
IN DEVELOPED COUNTRIES, DEVELOPING COUNTRIES,  
NATIONAL AND INTERNATIONAL PLANNING

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As professional Social Workers, we all believe that one of our main professional commitments is, to be the agents of Social Change and Social Welfare, and to assure that Social Services, like other institutions, will change in sensitive association with the changing needs of Society.

We believe in our professional uniqueness in the field of the contribution to Social Services and Planning, for our profession is a social institution needed in a changing world, a method of working with people as individuals, groups and communities which are very often under stress.

Social work, being basically a method, and being flexible, has the chance of moving from one field to another whenever it seems needed.

Social work is a gap-filling institution which functions wherever other social institutions fail to function.

The unique nature of Social Work, makes it always a need-searching activity. Social work and social research has a very specific contribution to make to planning.

Social work is strategically located for seeing the relationship between various aspects of the problem area of planning, and for being helpful in the type of skillful negotiation and human encounter setting and joint effort.

Social work research, can contribute to giving social planners, intimate understanding of how the daily life of the citizens is affected by changes and why, how people try to use, or why they do not use existing institutions and services, created for their benefit.

What could social Work contribute to Welfare Services and to national and international planning?

We can contribute knowledge and understanding of people's needs, arising from Social Work experience and the close personal contact it involves.

We can contribute information about the effects of social changes and how people adjust to them, arising from understanding of human behaviour and the influence of environmental factors.

We can contribute professional judgement based on understanding of human motivation in relation to needs and environment and on a "total" view of the effects of apparently separate parts of a plan.

We can contribute knowledge on how to involve people in cooperative action and understanding which will enable them to achieve personal satisfaction, assume leadership and accept responsibility.

This is especially applicable to the plans for citizen participation, and an effective influence of low-income people on the policies and practices of institutions built for their benefit.

We can contribute by suggesting relevant proposals, which frequently arise out of the whole range of economic and social changes.

How can Social Work make its contribution?

By active participation at all stages of Social planning,

By provision of qualitative information based on practical experience in dealing with people,

By provision of relevant statistical data,

By helping to formulate data,

By social surveys and by advising on the means for effective citizen participation etc.

Contributing, as we are bound to do, by our professional beliefs, participating in comprehensive planning, we will gain a better understanding of our relationship to other agencies and of our specific function with respect to long range objectives of other programmes.

This would lead to better cooperation between services stimulate rethinking of agency needs and development of staff.

It would lead to realistic assessment of the relevance of Social Welfare structures to the needs of a changing society

It would also give many Social Workers a new sense of dynamic purpose as being actively involved in the formulation and execution of plans which may well transform the lives of those with whom they are most concerned.

Emphasising, as we do, the profession's commitment and ability for contributing to the welfare of human beings in Society, the present situation, and the evidence of our present contribution to Social Welfare, especially in the area of planning, is much more distressing.

We must be ready for self criticism and analysis of the obstacles which did not allow our full participation as a profession, in social, regional, national and international planning

Too often, Social Workers are called on first and foremost as people who can put things right that went wrong, and not enough in their prophylactic function or for the contribution they might be able to make in the planning of Services.

Even in countries, where Social Workers are actively engaged in Social policy and planning at the national level, there is not enough active participation at the regional and local level. Too often, the heads of departments are not Social Workers themselves but administrators, lawyers, etc. . .

This fact has a direct Influence on the ability of Social Workers to act directly, in regard to their professional roles, in social action and legislation.

Even though more and more Social Workers do serve as consultants on Social Welfare subjects, they do so as individuals, but not because of their professional roles.

We are not ignoring the positive examples about the improving position of Social Workers in social policy and planning (see also the summary of the national reports and professional literature), but, for the sake of our discussions to come, we deliberately emphasise the facts which call for our immediate attention.

One of them is the contribution of the professional associations, in general, to social planning, social action and legislation.

Many professional associations, only begin to realize and be ready for the role they could play in social policy.

Many of them are still in the stage of analyzing and discussing social problems, and not in the stage of influencing directly or the solving of these problems or formulation of social policy according to their own conclusions.

Many of them are in competition with one another in their own countries, and are too young and impulsive, more than most of the Social Workers themselves.

This uncomfortable fact, that Social Workers are not called upon to fulfill their function is facing us with the unavoidable question - isn't it that, to some extent, this must be laid at Social Work's own door?

Isn't it that Social Work is still too heavily concerned with therapy as against prevention?

There is too great an emphasis on remedy and therapy, not enough on prevention in large sections of our profession.

We must ask ourselves, if we do believe that Social Planning is not exclusively a matter of coping rationally with substantial aspects of a task, but, that we must take into account the implementation of plans?

Planning is related to prevention, to sharing in bringing about innovation, not waiting on the side-lines for changes to happen and then adjusting to this change.

Any good comprehensive plan, should include a plan of action.

Are we training Social Workers to serve in all levels of planning, including the upper reaches of planning and administration?

Is there any truth in the assumption that Social Work education has not kept pace with the development programme, nor anticipated needs: that Schools of Social Work had not prepared their students adequately for the broad task and the extensive problems, that several work curriculum too, had leaned too heavily on the traditional case work, group work and community organization, and had failed to communicate to the students how the underlying principles of Social Work could and must be adapted to meet the needs of a situation in

a developing area?

We must ask ourselves, if, to some extent, we are not so attracted to the middle class concepts, that we are unable to be effective in the present "revolutionary" period, particularly in regard to the emerging of structure and activity in groups, whose latent power was formerly only an unused potential?

If this is so, how can Social Work best overcome these difficulties which tend to circumscribe the Social Worker role?

What can we do to become actively engaged in the expansion of Social Welfare Services, in Social Planning, Social Action and legislation?

What can we do to improve the relationship between social practice and social research?

How can we increase the volume and quality of published research and descriptive writing coming from the social work field?

How can we assure that social work education will keep pace with the changed needs and the broad tasks we must undertake?

We found only few indications in literature and in the national reports on how to solve this principle question.

Some suggested solutions point to:

- 1) Being concerned with the historical development of Social Welfare Services, with the roles and functions of the Services, with their economic aspects and with the part they play in meeting certain needs.
- 2) Keeping the Social Services in a good state of repair; of preventing them from getting out of balance with social needs.
- 3) Taking an active part in planning out of Social Services, in order not to lose touch with the actual needs or to come out of harmony with the dimension of man.
- 4) Encouraging recipients of Social Services to make their contribution in the development of social policy.

- 5) Extending and encouraging social research to answer the new tasks.
- 6) Coordinating all Social Work organizations, in view of the vast and complex problems that social work has to face.
- 7) Coordinate efficiently Social Work's activities in all areas.
- 8) Writing articles and letters to the press and administrative bodies, expressing concern and taking position on public policy questions in an organized way.
- 9) Testing and otherwise providing information to legislative bodies and giving personal support to desirable legislation.

The relationship between innovative efforts and on going programmes, the utilization of sub-professional personnel, the need to fulfill leadership roles in Social Welfare Services, the role of the client group in agency programmes, etc. places before Social Work education both a challenge and an opportunity.

There is an urgent need for a new type of training.

Social workers need much more refined and particularly many more varied methods to deal with the problems already concerned as being its specific charge.

Social Work education and practice must place greater emphasis on:

- 1) Social Sciences - in order to develop greater understanding and knowledge of the social and ideological aspects which influence the emergence of problems and may help in finding better means for finding their solution.
- 2) Administration and planning for growth (economic, social, political and physical)
- 3) Ecological theory and research with special emphasis on regional problems.
- 4) Tools for quantitative analysis.
- 5) Macro-and micro level development as a distinct social work focus.
- 6) Methods and processes of inter-disciplinary communication and cooperation - in order to be equipped with skills to communicate with greater confidence with specialists from other disciplines, and have an up-to-date knowledge of the trend of thought and research in related disciplines.



In order that a School of Social Work be in active communication with social policy development of its country, it must not be limited in its functions, to the training of a narrowly defined group of practitioners. It must be highly placed in the educational hierarchy of its country.

Schools of Social Work should engage in research and through medium of research findings and in other ways, the Schools should influence the social policies of their own countries.

Social diagnosis is needed, as well as individual therapy. The two should go hand in hand in Schools of Social Work.

In order to assure the realistic approach and to be able to achieve fully our potential contribution, there is a need for knowledge and understanding of the political forces and processes, which determine the ultimate decisions of social planning and policy and also skill in functioning professionally within these spheres as for example being members on boards and committees concerned with Social planning and aiming for active promotion of social progress and reform

The selection of the topic for this session was welcomed by all of us present at the last meeting of the Executive Committee.

This feeling was shared also by those of our members, who were involved in the analysis of the material and in the discussions of the outline of this report.

What we have presented here, is as if a mosaic of thoughts, opinions, suggestions and criticisms, as they were found by us in social work literature, reports of the International Congresses of Social Work, and in the National Reports received by us. In compiling our presentation, we found that many of the problems put forth today, have, over the years, been raised already at different gatherings and occasions.

The question that we have asked ourselves was - what was done, and how far has the profession advanced in the direction of translating the thoughts into

practical plans and action.

In all frankness, the major question that we face is: are we going to limit ourselves to raising the same questions again and again, or, having arrived at the clear conclusion that time and conditions require change in our profession, are we going to do something about it.

We would therefore like to suggest that this session resolve that the coming two years, between the present and the next International Congress, be devoted by all National Associations of our Federation, to a thorough discussion of the problems raised here, and in the spirit of a general outline, to be prepared by the Federation as a result of our discussion here.

It should be resolved that during that period, national and regional discussions be held, devoted to the subject, and reports submitted to the Federation for study and mutual information. Closest cooperation with the International Association of Schools of Social Work, and any other related professional bodies is a self-evident prerequisite and all means leading to it should be explored.

The selection of the theme of our meeting was, no doubt, made in connection with the central topic of the XIII International Conference of Social Work in the frame of which our meetings took place.

"Urban development - implications for Social Welfare" as the central theme is indicative enough why social work profession, as we have done in this meeting, has put up for discussion the question of the challenge of expanding Social Welfare to the Social Work profession.

Modern Social Work started primarily in urban settings in the first stage of rapid urban development. We are witnessing now an even more rapid process of urbanization, in developed as well as developing countries, in the wake of which comes not only enormous concentrations of human beings in cities, but also a concentration of human problems, the solution of which calls for an ever expanding network of varied Welfare Services. In this situation we of the Social Work profession must assume the responsibility of leadership and make the kind of contribution which will make human life better.

SUMMARY OF NATIONAL REPORTS  
AND PROFESSIONAL  
LITERATURE

- 1) LEADERSHIP ROLES
- 2) CONTRIBUTION OF THE PROFESSION

1)

### CANADA

All the provincial organizations recognize a responsibility to provide leadership on Social Welfare issues.

The Quebec legislation, refers especially to the role that the profession must play in view of the Social Welfare responsibilities assigned to the provinces by the constitution.

Professionally qualified Social Workers are located for the most part in large urban areas.

More than 50% of the members of C.A.S.W., are in the five largest cities in Canada, only some social workers are prepared to serve in smaller communities and generally in these regions they hold administrative and supervisory positions.

There are no recent reliable statistics available on the total number occupied in Social Welfare work in Canada.

The demand for professionally qualified Social Workers is steadily increasing and this trend is likely to continue. Large numbers of welfare workers will be needed too.

This group was not always recognized as a continuing one.

While some public departments, and private agencies have done their best to provide inservice training programmes - the programmes have been geared to the particular functions of the agency or department concerned and have had no recognition beyond the employing agency.

While dealing with the problem of manpower shortages, we use most of their "Statement on the crucial shortage in the welfare field, presented to the National Council of Welfare - October 18, 1965. - Why Social Workers are impelled to act in this situation"

### GERMANY

One of the greatest problems of the profession in Germany, is the shortage of manpower.

One of the reasons for this acute shortage is the fact, that during the years 1935 - 1945, Social Work, in most professional areas was handled by the National Socialist Organizations. Social Workers then had very poor opportunities for serving in the profession. Their work was limited to local municipalities and in the Ministry of Health.

Even though years have passed by, it is still hard to fill the gap between the increased demands for personnel and the poor resources for manpower there.

This is due also, to the fact, that the professionally high qualified Social Workers, graduated in 1916 are now leaving, and there are not enough young people who are willing to study the social work profession.

### GREAT BRITAIN

The considerable expansion of Social Welfare in the United Kingdom since 1948, with the introduction of the services referred to under the title "The Welfare State", and the beginning in 1948 of the Child Care Service or Children's Department and the National Health Service, called for more Social Workers and improved casework, so that this all added up to pressure for improved training for Social Workers.

With the development of the Welfare State, Social Work and Social Workers became more needed by Government and Local Departments and the public became more aware of Social Workers.

Three other developments which came a few years later, - The New Criminal Justice Legislation, New Legislation which permitted local authorities to spend money on prevention, and a new Mental Health Act in 1959, called for something more than the existing slow expansion of training to take place. There had been some increase in the number of Social Workers trained between 1948 and 1958, especially in child care and probation, but it bore no relation to the increased demands. As a result a special Government Committee was set up - "The Working Party on Social Workers in the Local Authority and Welfare Services" - to advise the Government how to increase and train Social Workers for the Health

and Welfare Services.

This was reported in 1959 and as a result a National Council for Social Work Training was formed and various new social work courses were organised.

These new courses are two year courses in Technical Colleges and they are not University Courses.

The students do not need university entrance requirements, although many of them have reached this standard.

Until these two year courses were started professional Social Work training in the U.K. was by a one year University Course (or by a one year specialised course, as for instance the Course in Medical Social Work, run by the Institute of Medical Social Workers), after a University degree or diploma in Social Sciences. This amounted to a three or four years training. Many students, however obtained posts in Social Work with only basic training qualifications and without the final "professional" year's training because of the demand for workers trained or untrained.

One other trend in training should be mentioned. Until 1952 all professional social work training in the U.K. was specialised. In 1953 the first general course was started at the London School of Economics, London, and since that date most new training has been completely or to a large extent general.

Since 1948 (and to a lesser extent during the war) Social Workers have been appointed to senior posts in the Ministries and Government Departments.

The new Children's Departments from 1948 opened the possibility for the first time that a social worker might be the head of a local authority department and of same status as the Medical Officer of Health or the Chief Education Officer. Some Social Workers were appointed to these posts as Children's Officers but there was a shortage of people with sufficient experience, especially in administration and also an unwillingness on the part of many Social Workers to apply for these posts. However, sufficient were appointed for there to be new leadership possibilities within the career of Social Work.

The increase in the number of training courses suddenly opened up a demand for Social Work teachers. At first Social Workers did not apply for these posts in any great numbers. In the past five years many trained and experienced Social Workers have moved to teaching posts in the technical colleges and the Universities. They were fortunate in the U.K. in having many Social Workers with University education who could take university posts once they were advertised and the Universities realised that they would have to appoint teachers who were professionally trained as well as possessing a University Degree or Diploma.

The professional associations of Social Workers were strong enough to influence the Universities by offering membership of their associations only to students from courses of which they approved.

The Home Office also influenced the Universities to start training courses by offering financial support to courses including paying for University Staff.

The other development, of course, was in relation to supervision. This meant that more people than ever before were involved in training courses of some kind. All kinds of courses were organised to help Supervisors but none leading to a qualification in Supervision as such.

This raised the standard of Social Work everywhere and also made the elected lay councillors of local authorities more aware of Social Work and that it required training. Many of them sent staff off for Courses of one or two years on full salary.

So the professional Social Workers in Great Britain, are contributing to the Welfare Services:

- a) by offering a better standard of case work
- b) by teaching in Schools of Social Work
- c) by supervising new recruits.

#### SOUTH AFRICA

The profession was given a very important role by means of the National Welfare Act 1965.

This act gives status to the profession through the provision for registration of Social Workers.

Community organization has not received enough thought, and has not been used deliberately as a method by practicing Social Workers to the same extent as case work and group work.

The South African Association feel that the formation of discussion groups, where adults could meet and discuss their problems in their own environment is a definite need. The guidance of Social Workers in these discussions is essential.

The role of the Supervisor in the development of the methods of Social Work needs special study.

The Supervisor must be specially selected - not only for his seniority, but for inherent personality traits.

There is a need for a training course for Social Workers who take up senior positions after several years of not engaging in practical social field work.

#### KENYA

In the planning and economic development of Kenya, there is place for professional social work.

The book "The Development-Plan of Kenya 1966-70" emphasises the need for professional Social Services and the need for training for professional Social Workers. In another book, "Sessional Paper No. 10 - African Socialism" which is a basic work for Kenya's economic and social policy, they emphasise the need for professional social workers.

In most of East African countries there are no national organizations of Social Services. Professional Social Workers were there before the establishments of National organized Social Services.

They are the urgers and the encouragers of the development of Social Welfare Services in central and local institutions. They support professionally the striving for higher standards of living, more equality, mutual help, prevention of poverty, illness and illiteracy.



They are seen as the professional field workers, helping to achieve these ideals of African Socialism.

Social Work in West Africa - (based on reports of the Seminar on Social Work in West Africa, University of Ghana, Legon, September 1962)

Social work, like all other professions in modern Africa today, is called upon to move with the greatest rapidity in assisting in the development of African Societies. This requires an urgency and an ability to organize itself in order to be as effective as possible, as soon as possible.

Social Work in West Africa is what Social Workers are doing. Social Services in any country are related to the economic development of the country, the nature of political system and structure of that country, and to the traditional methods of meeting social needs in that country.

Within the African context, the political system of yesterday and today and the continuing institutions determining human welfare, are frequently in conflict.

Technically, there were no Social Workers in traditional African Societies. This does not mean that there are no social problems, but in the traditional Societies these problems were not the province of a specialized Cadre of Workers.

The beginning of Social Work in African Society can be seen in the activities of three major groups:

1) The missionaries 2) The voluntary agencies 3) The Tribal Societies.

Since independence - every country in West Africa (with the exception of Upper Volta and Liberia) has a Ministry explicitly devoted to Social Welfare alone, or to Social Welfare or Social affairs in conjunction either with health, education or labour. In these two countries Social Services in the welfare field are administered through other Ministries.

Although it is true that many factors other than cost, emphasis, or interest direct the establishment of separate ministries. One can deduce the importance

of Welfare and its functional relation to other services in Independent West Africa, from its administrative position.

In Ghana, Welfare was extended in its coverage to that of a central governing nature which should assist the Central Government Campaign for the development of its policies.

The philosophy and techniques in the community development programmes of Social Welfare Departments have been harnessed to the urgent desires of the independent countries to act as rapidly as possible to effect sweeping social changes.

This approach concentrates on young people as the citizens of tomorrow, who will be responsible for the next period of African history.

Another trend of development is the growing importance of Social Security legislation.

Perhaps the most exciting type of professional development in the field of Social Work in West Africa is the use of Social Workers as liason officers in the new Urban Planning Schemes of Ghana.

Performing in this way, the Social Worker can become a key pivotal link, between government policy, community development and community growth. The Social Workers become the agents of interpretation of change, both to government and to the people.

## ISRAEL

The expansion of Social Welfare in ISRAEL, is an unquestionable fact and a continuous process.

Social Welfare Services expansion is handled by: a) The Government Ministries (Ministry of Social Welfare, Education and Culture, Labour, Housing, Health and Defense).

b) The Federation of Labour (The Workers' Sick Fund, the Central Pensions Funds, Moetzet Hapoalot, etc. ....) c) The Jewish Agency, Malben, Hadassah, WIZO, Voluntary Women's organizations, ORT, etc..

Some main points which characterise modern ISRAEL are:

ISRAEL is a New Society

ISRAEL is a Country of Immigration

ISRAEL is a Country of Development

ISRAEL is a Welfare State

Social Workers in ISRAEL are contributing directly to the initiation and developing of Community Services, and to the promotion of local leadership. They take an active part in the establishment of Committees for rural aid, and are advising and guiding such committees during the initial stages.

Social Workers act as advisers to local government institutions on all social problems arising within the community.

Many professional Social Workers are directing the Social Welfare local bureaus.

ISRAEL also faces the fact of the shortage of Social Workers.

The Minister of Social Welfare made the following statement to the Parliament in June 1965.

"The central pillar of Social work, in all its aspects is the Social Worker. He is the human instrument of the extensive arms of Welfare. In so far as their scope has increased, both from the point of view of the numbers of people seeking assistance and from the depth of problems, requiring professional treatment; in so far as the population assisted grows, the distressing shortage of professional Social Workers at a suitable level also increases, and the continual increase does not meet the growing demands.

In recent years, a network of Centers for training Social Workers has been established throughout the country with the purpose of sending professional reinforcements of a satisfactory standard into the field. This network has already provided a hundred Social Workers who do their jobs in the outlying districts of the country. In addition, a complete and systematic scheme has been started for the advanced training of Social Workers employed in various fields of activity.

The Paul Baerwald School of Social Work of the Hebrew University, trained University degreed Social Workers.

One of the Ministry's main goals is the training of efficient staff for the different fields of Social Work, in order to raise the level and improve the quality of support given by these Services.

Social Work training opportunities at University level will be increased through the opening of two additional University Schools of Social Workers this coming year.

On the other hand, there is as yet no clear definition of the roles of the professional Social Workers and the Welfare Workers, who work together, especially in the Social Welfare local agencies."

There is no reliable data available on the problem of manpower shortages, and no central coordination for the curriculum at the Schools of Social Work in regard to present and anticipated needs of the country for Social Workers and Social Welfare personnel.

The Israel Association of Social Workers take active part in the planning for the establishment of Social Work Manpower Council to deal with these problems.

### LUXEMBOURG

The broad expansion of Social Welfare Services, increased the need for qualified trained Social Workers to take an active part in the various Social Welfare Services there.

There is no opportunity for Luxembourgish students to have their professional training within their own country.

" A great deal of the professional literature we have used is based on articles and books written by our Social Workers, by colleagues from the United States, dealing with the new programmes in delinquency, mental health and anti-poverty, and the implications for the profession, arising from the fact that the United States has entered a decade characterised by greatly increased governmental activity in the whole field of Social Planning and action."

## SWITZERLAND

The Expansion of Social Welfare in Switzerland is going on. The kind of clients is changing, and psycho-social methods of work are displacing material help more and more.

There is an urgent need for qualified Social Workers to help the clients with complicated personality problems, emerging not so much from economic welfare, but from social strains. Social Workers must deal more and more with preventive aspects of social problems.

The professional Social Workers are being consulted by people of all Social levels, i.e. more in urban areas than in rural districts. There you will find more volunteers than professionals. The number of professionals is increasing on the whole.

There is no clear definition for the role of volunteers in Social Welfare Services. There is a need for using volunteers and that they should work together with professional Social Workers. This will undoubtedly result in better understanding and more appreciation for the profession.

There is a need to analyze and define the role of the Supervisor in order to expand supervision in the various Services.

Leadership roles in the development of Social Services are known. As long as Social Welfare has been practiced, there have always been Social Workers in leadership roles. On the other hand, most Social Workers prefer to work within a team instead of being on the top.

The contribution of Social Work and the professional Social Worker to Welfare Services is not the same in different parts of Switzerland. The professional Social Worker of today has got an important role in rural areas where new agencies are being founded and still more in the towns.

The Swiss Association of Social Workers sent us a very interesting and important study, published by the Secretary of the Swiss National Conference of Social Welfare, 1966, dealing with the state of methodical and organizational innovations in Swiss Social Welfare.

2)

AUSTRIA: -

An example from Austria shows that the opinion of Social Workers has reached the Ministries, through the mediation of the Head of the Services (not a Social Worker) who dealt with them about the problem. He is the one who has direct contact with the Ministries.

BELGIUM: -

Social Workers do not contribute directly to either social policy or social planning.

They are not appointed to Ministries dealing with Social Work affairs.

They are contributing indirectly, but they are able to influence legislation through the Belgian Committee for Social Work.

CANADA :-

Recognizing their responsibility to hold leadership roles in Social Welfare Services, and to promote the contribution of the profession - and taking into account their small number relative to the tasks they face, the Canadian Social Workers decided to establish a National Board and a National Office which would take all the measures within their capabilities to foster and develop a Social Work profession of a high standard in all parts of Canada.

In order to achieve its professional aims, including that of providing responsible Social Welfare leadership, it has to work on four levels: locally, provincially, nationally, and internationally.

Until the mid 1950's the Association decided to concentrate its efforts wholly at the national and local levels - encouraging the formation of local branches and helping them develop programmes with significant professional content.

At the national level, the Association has sought in relation to the unprecedented Social Welfare advances that have been made there, to ensure that Federal and Federal-Provincial programmes should reflect Social Work approaches both in their design and in their administration.

They succeeded to gain formal status in 1956 with the Associations Incorporation under the Companies Act of Canada.

The C.A.S.W. contribute to Social Welfare in their own country, and published a great deal of various documents dealing with professional subjects including different statements on social policy problems.

#### DENMARK:-

Social Workers do not contribute directly and do so at the initiative of their professional associations only. They are not appointed to Ministries dealing with Social Work affairs.

#### FRANCE: -

Social Workers contribute to social policy and social planning through the High Council of Social Work, which Government departments call upon for help and advice and which is regarded by Government departments as having consultative status.

There are professional Social Workers appointed as technical advisers to the Ministries of Public Health and Population, and also in other Ministries in respect of divisions of the Ministry, dealing with Social work - e.g. The Ministry of Justice.

However, there are services, in which the professional influence is hardly felt.

Generally speaking, Social Workers in France do participate in professional ways in social action and legislation, and succeed to find agreement for their professional solutions for solving Social problems.

GERMANY: -

There is not enough appreciation for the profession in the general administrative hierarchy.

Social Workers are not contributing enough to the Social Welfare Services. Their contribution is in its first stages.

This is due, perhaps, to the acute shortage of manpower and the absence of sound numbers of the younger generation in the profession.

Some other reasons, are - the lack of knowledge of foreign languages. Students do not learn foreign languages in Schools of Social Work, and recently it is almost impossible to send representatives to participate in International Seminars etc.

Planning in Social Work is also not in a very advanced stage.

Because of the existing methods of organizational hierarchy of Social Services, there is an objective obstacle for central planning.

The participation in International Planning is handled by the Ministry of Interior (Bundes-innenministerium) in cooperation with the Ministries of Social Welfare

Another obstacle for their ability to cope with the new demands of contribution to Social Welfare Services and planning, is the existence of several Social Work Associations which do not always work cooperatively one with the other.

On the National and International levels, they are working together.

Our colleagues in Germany, emphasised deliberately the facts which which must be changed, and which are now unsatisfactory, in order to make development and progress possible.

GREAT BRITAIN : -

There are highly developed ways of contributing at the national level.

Professional Associations are consulted by Government departments on all matters concerning social policy and social planning and in particular at the time



when new laws are being formulated.

The system of Royal Commissions enables the professional associations to give both written and oral evidence, and if (which happens rarely) they are not asked for evidence, they volunteer it on their own initiative. With regard to training, in Great Britain also professional Social Workers are consulted at the national (Central Government) level.

The professional Social Worker is contributing to the Welfare Services by offering a better standard of case-work, teaching in Schools of Social Work and Supervising new recruits.

The professional Social Worker is contributing to national planning by holding serious administrative positions in Government Departments and Statutory Services, serving on Committees which make recommendations on policy and by membership of professional associations which act as pressure groups.

The subject of Social Administration and Social Policy has been developed in recent years in all Social Work training. It is true to say, however, that so far the development in Social Work training has been primarily in case-work. However, there is now pressure for advanced courses for experienced workers in Administration, and also for an expansion of methods to be covered in Social Work training.

The National Institute for Social Work training is experimenting with short-term joint courses for Social Workers and administrators, and in the Universities advanced training for administration is likely to come about soon.

It is difficult to anticipate the changes in method teaching at the moment, because how much can be offered is affected by the length of training for Social Work - itself a process of change.

Researches highlighting social problems (recently the new problems of poverty) are coming from departments of Universities where Social Workers are training.

ISRAEL: -

Professional Social Workers in Israel individually and through their Association and educational settings have been, over the years, showing progressively more involvement in many aspects of social policy, social action and direct intervention in social development.

The various Committees of the Israel National Association of Social Work, and especially the Social Policy Committee, through its appearance before, and contact with different Parliamentary Committees or Government Ministries, endeavours to contribute to the formulation of legislation and of national plans in the broad field of Social Welfare.

The Special Committee, set up by the Ministry of Welfare, to study the level of Welfare assistance, and headed by a professional Social Worker, was to a large extent due, to Social action undertaken by the Social Work profession.

Israel Social Workers, are contributing to national planning and formulation of policies also by:

- A) Holding high administrative positions in National or Local Governments.
- B) As members of the Social Council of the Ministry of Welfare, and of a Special Welfare Committee set up by Ministries and National bodies in the country (for influencing various governmental committees dealing with social affairs), advisory Social Welfare Committee attached to the Council of Local Governments, and its Special Welfare Committee, etc. ..
- C) As being active and pursuing Social Work approach within the political parties in which they are members.
- D) Researches, highlighting social problems and various experimental settings for searching the best professional methods to work within agencies (especially the Local social Welfare agencies) conducted by the educational settings for Social Work in Israel, and by the Governmental Ministries, especially the Ministry of Welfare.

However, Social Work as a profession, has not yet been included in many of the planning bodies and councils on national level; nor has there,

been as yet, sufficient recognition of the Social Work organized body as a partner in deliberations of legislation.

Nor, has the Israel Social Work profession, so far, made its weight sufficiently felt, as a pressure group in the field of planning, legislation, training, Social Work education etc. - as they have done recently in the field of wages and work conditions.

### SOUTH AFRICA

Professional Social Work, and the professional Social Worker, did not, up to now, play their full part in planning the expansion of Social Welfare Services on a national level.

This is due also to the fact that the Social Workers' Association of South Africa is young, and as result of lack of funds, has not been able to meet often enough.

The profession has, however, now been given a very important role. A Study of the National Welfare Act 1965 will show that through the Social Work Commission, the profession will be able to make a major contribution to Welfare Services in South Africa

Social Work has up to now been considered as a "helping profession" mostly as far as individuals were concerned. The recognition of the needs of communities as such, and the responsibility of the profession to help with these needs, have not received the same attention.

Community organization has not received enough thought and has not been used deliberately as a method by practicing Social Workers, to the same extent as case-work and group work.

### SWITZERLAND: -

Public institutes asked the School of Social Work to give projects to their students, dealing with the execution of some legislation or with reorganization of certain institutes or services.

Social Workers contribute indirectly to Social policy and planning. They do so through the Federation of Swiss Women.

They are not appointed to Ministries dealing with Social Work affairs.

The contribution of Social Work and the professional Social Worker to Welfare Services is not the same in the different parts of the country.

The professional Social Worker has got an important role in rural areas where new agencies are founded and still more in towns.

The expansion of Social Welfare is going on. The kind of clients are changing and psycho-social methods of work are displacing material help more and more.

Planning and research are in their first stages.

Research is based mostly on Case-Conferences. It is done more systematically in Schools of Social Work, and there one can find the signs of collaboration between the fields of work and theory

There is a plan to collaborate in research planning with Sociological and Psychological Institutes.

There is a greater emphasis on Public Relations for the profession.

Central coordination of Social Work Services is in its first stages. There are conferences dealing with professional issues that are of interest to professional Social Workers, and Committees and Commissions which submit their conclusions to one another.

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| SWITZERLAND   | - | Schweizerische Vereinigung Sozialarbeitender<br>Association Suisse<br>Des Travailleurs Sociaux                    |



REPORTS FROM THE I.F.S.W. EUROPEAN MEETINGS  
IN STRASSBOURG

The Following Countries took part:

Austria

Belgium

Denmark

France

Great Britain

Greece

Holland

Luxembourg

Switzerland