

1967

Minutes of Executive Committee.

Nov 2-4.

Items of note

- Regional Reports.
- Co-operation of IFSW with International Organisations

PROVISIONAL AGENDA

Executive Committee IFSW
Bangkok, Thailand
November 2-4, 1967

November 2 - 9:30.

Miss Litsa Alexandraki, President - Presiding

1. Call to Order
2. Welcome and Introductions
3. Approval of Agenda
4. Approval of minutes of the Executive Committee Meeting -
Riverdale, New York (previously circulated) 1966
5. Report of the President
6. Report of the Secretary General
 - a) Asian Conference
 - b) Meetings of Social Commission UN
 - c) Communication with Affiliates
7. Report of Treasurer
 - a) Budget and Financial Matters
 - b) Sub committee on dues
 - c) Future financial policy
8. Report of the Vice President for Europe
9. Report of the Vice President for Asia
10. Report of the Vice President for Latin America
11. Cooperation of IFSW with International Organizations
 - a) IASSW Executive Committee - Miss Rawiel
 - b) ICSW European Meeting - Mlle. de Laage
 - c) ICSW Executive Committee Meeting - Miss Alexandraki
 - d) ICSW Asian Meeting - Mr. Nakamura and/or president
Japanese Association
 - e) Proposal of International Commission of NASW re Jane Hoey
Suggestion that IFSW, ICSW and IASSW seek to
establish a single secretariat.
 - f) Report on Cooperation with United Nation - Geneva
 - g) Report on Cooperation with UNICEF
 - h) Problems of Cooperation with International Organization
presentation - fees and other

12. Reports of Members of the Executive Committee
13. Plans for meetings of the Executive Committee and Permanent Council 1968 Nominating Committee
14. IFSM Symposium in Finland Theme and Organization.
The ICSM Theme for Helsinki is Social Welfare and Human Rights.
15. Report on the Social Worker - Mrs. Smalls
16. Report on International Journal of Social Work
17. Plans for Participation - ICSM Helsinki, Finland 1968
18. Regional Meeting in Latin America
19. Follow up of Terminology Project.
20. International Conference of Ministers Responsible for Social Welfare
21. Applications for Membership IFSM
22. Plans for World Congress of Social Workers 1971
23. Adjournment

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INTERNATIONAL FEDERATION OF SOCIAL WORKERS
2 Park Avenue, New York, N.Y. 10016 - rm. 2310

MINUTES - Executive Committee
Bangkok, Thailand
November 2-4, 1967
RS. Hotel

Persons in Attendance:

Miss Litsa Alexandraki, President
Nelson C. Jackson, Secretary General
Meher Nanavatty, Vice President, Asia
Str. Maria Teresa Gnecco, Vice President, Latin America
Miss Kaethe Rawiel, Germany
Miss Rona Frame for
Rev. Fa. L.V. Downey, MBE, New Zealand
Mrs. Renu Jotidilok, Thailand
Mrs. Rosli Stahel for
Mrs. Catherine Churard, Switzerland
Mr. P. Balasubraminian for Mr. Pung Eng Huatt, Singapore
Cheng Siew Hon. alternate

Absent:

M. Bruce McKenzie, Treasurer
Mlle. A. de Laage, Vice President for Europe
M. Cocchi, (Italy)
Mrs. Eva Gredal, (Denmark)
Miss Liisa Hakola, (Finland)
Hugh Sanders (United Kingdom)

The meeting opened at 9:40 a.m. November 2, with the president Miss Litsa Alexandraki presiding. She welcomed the members of the Executive Committee and extended thanks to Mrs. Renu Jotidilok and the Thai Association for providing the physical arrangements for the meeting which were superb.

Introductions were made by each person attending and greetings were received from Miss Ingrid Gunnas of the Swedish Association.

The Agenda was approved by common consent. There were rearrangements of Agenda items to review those pertinent to the International Federation of Social Workers first.

It was moved, seconded and carried that the minutes of the previous meetings in Greston and Washington, D.C., during 1966 be approved as mailed.

The president discussed the nominations procedure as reviewed at Washington, D.C. and suggested that the proposed recommendation by the president be withdrawn and that in the matter of nominations the Constitution be followed.

Report of the President: She indicated her gratefulness for having had the opportunity to visit Asia. She mentioned her visits to India, Pakistan and other countries en route to Bangkok and indicated the interest of Asian nations in the International Federation of Social Workers.

She felt that the conference in Bangkok starting next week was probably one of the greatest events for the Federation. She discussed the organization and the cooperation necessary within each Asian country and the rapport necessary for continued growth of the association.

IFSW financing was discussed at length and a recommendation made that nations begin to look diligently for ways of helping to finance the association.

She reported that the cooperation and communication with other organizations is increasing both within nations and internationally. She remarked that the leaflet explaining the International Federation had been translated into Spanish and that other nations might wish to follow the leadership of our vice president for Latin America and translate this document into the language of each country.

There was considerable discussion about the president's remarks and it was moved, seconded and carried, that the president's remarks be reproduced and sent to all member countries.

There was considerable discussion also about our Information Leaflet and the general remark made that the leaflet does not come alive. There needs to be an effort to develop the kind of information leaflet which will capture the interest and hold it of persons who might be interested in greater support for IFSW. Miss Rona Frame, New Zealand, recommended that a format be developed - Mr. Balasubraminian, Singapore, will develop some ideas and pass them on to the Secretary-General.

Report of the Secretary General: The Secretary General discussed the plans and preparations for the first Asian conference and outlined the plan for providing the basic program for the conference through conference papers.

He discussed correspondence with affiliates on a variety of subjects, many pertaining to ways of strengthening IFSW. He reported that there were still some associations which had not sent in the names of officers and Permanent Council representatives for the period 1966 through 1969.

In an effort to help provide communication, cooperation was carried on through correspondence with vice presidents in Asia, Latin America and Europe.

A report was made on the cooperation with the International Association of Schools of Social Work through its secretary general and joint plans discussed with regard to greater cooperation between the two international organizations particularly in the area of participation in professional conferences.

The secretary general reported on his visits to the associations in Japan, Singapore and with representatives of the association in Hong Kong. From the Hong Kong group came information that the association was anxious to be considered as a member of IFSW. In talking with the Hong Kong president it was suggested that a letter of request for membership which would include pertinent factors about the association, the bylaws and constitution and membership numbers be sent to Bangkok.

It was reported that in each of the public meetings in the aforementioned countries an attempt was made to strengthen the profession by stressing the importance of the profession of social work to each member who belonged to his professional association. It was suggested that as the individual member believed in himself and his profession the strengthening of the association would follow.

It was decided to withhold that part of the secretary general's report on participation of IFSM with United Nations until later in the sessions.

Report of the Treasurer: Prior to the presentation of the treasurer's report, members of the Executive Committee heard statements from vice presidents with regard to the necessity for having more money for expenses of their offices. It was generally agreed that some plan should be worked out to provide a sufficient amount of money for the effective operation of services to countries in regions.

The treasurer's report included a review of the present fee structure; the objectives toward the development of a more equitable formula which would provide sufficient revenues to implement the council's proposed budget for expansion; a discussion of the fee structure itself; a review of several previous proposals which had been discussed in former Executive Committee meetings and finally recommendations. The recommendations were as follows:

In light of the above considerations it is suggested that the Executive Committee should prepare recommendations for submission to the Permanent Council as follows:

- 1- that the present formula for the annual assessment of fees should be replaced by a straight per capita formula;
- 2- that reliance should be placed upon membership fees to provide sufficient revenue to cover the operating costs of the Federation. Grants where available would be applied only to special projects of limited duration;
- 3- that a per capita rate of 1 Swiss Franc should be approved initially in order to meet the objective of 80,000 Swiss Francs required in the budget for expansion.
- 4- that associations having less than 500 members should be granted the right to apply for a 50 percent reduction in annual fees for a stated period;
- 5- that national associations should be fully informed of the proposals which will be made by the Executive Committee and urged to explore possible ways of meeting the substantially increased commitment involved, and that each association be asked to report on such possibilities prior to the council meeting in Helsinki next year.

Respectfully submitted

H.B. McKenzie, Chairman*

*This draft report has been prepared by the Chairman and has not been approved for final presentation by the other members of the subcommittee (Mr. Nelson Jackson USA and Mr. Hugh Sanders, United Kingdom.) It is hoped that the earlier opinions and comments of these members have been reflected accurately and that their further comments will be available in time for the Executive Meeting in Bangkok.

It was moved, seconded and carried that this report of the treasurer be accepted for discussion. Members of the Executive Committee pointed to several problems in the possible consideration of this report.

1. It was mentioned that in some countries, namely, Japan, Canada and Switzerland, where there is a lack of central control it would be difficult to get action on this report.
2. In some countries there are several associations and the national association is the coordinating body.
3. The Swiss Association would question the per capita formula because of a recent increase in dues of 50 Francs per member for the establishing of a secretariat in that country.

Members of the Executive Committee felt that there had never been an adequate reporting of expenditures to associations nor had there been a budgeting procedure which they understood. They felt it necessary to indicate to associations why more money was needed and what was done with the money which had been received in membership dues. It was recommended further that each member of the Executive Committee indicate the amount of money he had spent both personally and from his association or from other sources for attendance at this Executive Committee meeting and that this be sent in to the treasurer as a basis for developing a realistic budget.

It was moved, seconded and carried that the recommendations made by the treasurer be sent by him to each association with a time limit provided for reply. It was also moved, seconded and carried, that the treasurer do a history of the proposals; an estimate budget including the fact that there are no paid people on the staff of the association and this be sent with a budget to each country. (1)

Report of the Vice President for Europe: In the absence of Mlle de Laage of France, Miss Kaethe Rawiel of Germany made the report. Miss Rawiel indicated that the French Association has always supported IFSM. The vice president has had limited funds available for meetings in Europe.

There was a symposium held in conjunction with International Council on Social Welfare. Since there were no regional meetings each country was asked to keep in contact with a neighboring country and to invite each other to activities in the interest of cooperation.

On the Terminology Project material arrived very late and it was impossible for Mlle de Laage to work on it. Since the arrival of the material however, there was a meeting of European nations to discuss this. There was cooperation between Algeria, Spain, Portugal and the vice president of Europe and these nations may join the Federation.

Mlle de Laage attended the Council of Europe meeting.

Report of the Vice President for Asia: Mr. Meher C. Nanavatty.

Mr. Nanavatty took notice of the social work organizations in the Federation for Asia and attended an informal meeting in November, 1966 at the home of Mrs. Renu Jotidilok where representatives of associations from Ceylon, China, Hong Kong, Korea and Pakistan, not members, were in attendance. A description was given of the associations in each of these countries which material is in the files in the secretary general's office.

He had the opportunity to visit Thailand twice during the year and worked closely with Mrs. Jotidilok in issuing a joint letter inviting participants to join the conference and take initiative in preparing position papers. He stated that although the regional conference will help in knowing the organizational problems in the region he pointed out that most of the countries in the Asian region are undergoing a period of rapid social and economic change. While this offered opportunities to face the challenge of situations, it provides an unstabilizing influence on the work of the professional social work organizations.

Most of the professional organizations are in the early stages of development. Their role has yet to be recognized both among the voluntary and governmental social work organizations. It is true however that individual professional workers, who are also members of their organizations, are increasingly associated with the activities of planning and development of social welfare in their countries. The Federation, therefore, has to devise ways and means of supporting and strengthening the work of the member organizations in the region.

There is the problem of communication to resolve. The region has no official set up to carry on the day to day correspondence with member organizations. He points out it is necessary for the Federation to consider how to strengthen the regional vice president's work with the cooperation of the central secretariat.

There is another area of work that the Executive Committee may consider to support its influence in the region. If a system of exchange of literature and information is developed among member organizations, it helps as a support and encouragement. A number of member organizations bring out journals of their own. Some of these journals could be utilized to publish materials of common interest. The problem of getting membership subscriptions from country organizations needs also to be related to the possibility of entrusting a piece of publication work to some of the organizations who are unable to get from their government the necessary foreign exchange for payment of their annual fees.

The vice president closes by saying that he would like to record his highest appreciation for the support he has received from the Federation, especially from the president, Miss Litsa Alexandraki, the secretary general Mr. Nelson Jackson and Mrs. Renu Jotidilok, Executive Committee member

from Thailand. Without their cooperation and support whatever little that could be done could not have been realized.

This report was accepted by the Executive Committee.

Report of the Vice President for Latin America: Maria Teresa Gnecco.

Efforts have been directed toward motivating professional associations of social workers to develop more interest in IFSW. In order to accomplish this, it was necessary to gather information regarding organizations, addresses and names of officers. As a first step letters were sent to countries through the schools of social work and with this information a series of communications were begun. As a result the associations of Venezuela and Argentina have shown interest and are in the process of applying for membership to IFSW.

The bylaws of the International Federation of Social Workers were translated into Spanish and circulated. This was done in order to increase the number of Spanish-speaking associations of social workers that do not belong to the International Federation and to vitalize communications with those associations that already belong.

Although there are national organizations in Latin America that belong to International Federation, very little communication exists between them and the rest of the members. The journal "International Social Work" and the "Social Worker" do not have Spanish sections. For this reason it was necessary to start a series of communications with the Latin American members to inform them about the activities of International Federation. We hope to have in the future news items in Spanish or to translate part of the existing periodicals for Spanish speaking countries.

During June 1968, the Pan American Conference of Social Welfare will meet in Venezuela. Several organizations are planning to meet during this occasion. The Executive Committee of the conference has asked its Steering Committee to organize a Pan American Federation of Social Workers. This type of organization might weaken the International Federation in Latin America. It was necessary to inform the chairman of the Steering Committee about the existence of the International Federation; the advantages to strengthening it; and the negative aspects of having a Pan American organization which might separate the social workers of Latin America from the rest of the world especially in times when coordination in the international field is a must. This point of view was shared with the associations of Latin America which belong to International Federation.

The Latin American Vice President served as a channel of communication between association members and some of the officers of the International Federation mainly for the paying of dues and for securing names of persons for the Permanent Council.

In the discussion which followed the report Str. Gnecco stated that there was a change in image in social work in Latin America as indicated in the name of many of the associations. It is more useful now to use the term "Trabajadores Sociales" rather than "Asistentes." It would be in keeping with the change in image to have all of the associations in Latin America given this name rather than the former name. She stated that Argentina had sent in its application for membership but it appeared it was an association in Buenos Aires rather than one which covered the

country. It was recommended that Str. Gnecco determine whether or not this association was in fact country wide.

She stated that the material had been sent to the secretary general's office but had been lost in transit. (2)

It was noted that Brazil has 5 or 6 associations thus complicating the matter of membership. The Executive Committee accepted the report of the vice president for Latin America.

Regional Meeting for Latin America. One of the considerations for holding a regional meeting in Latin America was the possibility of stimulating greater interest among those countries who are not at present members of IFSW. It has been previously mentioned that the Pan American Union was holding a conference in Venezuela June 16 to the 22nd, 1968 on Community Development. In the discussion which followed, it was recommended that IFSW ask the planning committee of the Pan American Conference for:

- (1) time on the program to meet with the members of IFSW.
- (2) to ask for a meeting of all of the associations not presently members where IFSW can be explained.
- (3) to offer services to the conference to organize a program. It was moved, seconded and carried that a regional conference not be organized for Latin America but that a program be developed within the context of the Pan American Union with the help of Colombian Association. The secretary general was asked to contact the Pan American Union. (3)

Cooperation of IFSW with International Organizations: UNICEF

At the 1966 sessions in the U.S.A., it was recommended that the National Association of Social Workers name a person from the family and children's committee to represent IFSW at UNICEF. Mrs. Zitha R. Turitz, Child Welfare League of America, 44 East 23rd Street, New York, New York graciously agreed to serve in this capacity. In her report she states that UNICEF will press for a discussion of the rights of the child at the NGO conference in Paris September 1968 with ECOSOC, UNESCO and UNICEF and at the meeting on Human Rights in Geneva during January of 1968. She made a report on the proposed Minister's meeting to be held at the UN in the Fall.

On continuing ad hoc committees, she reported that the committees on Education and Nutrition will continue. The International Union in Nutritional Sciences is emphasizing work of voluntary groups of mothers on the community level to establish mother craft centers where mothers can be taught how to feed children adequately, (In Indonesia, Thailand, Philippines and Haiti) using simplest concepts and local resources. Two studies are being conducted in India, Indonesia, Guatemala, and Mexico on the injuries to brain development due to malnutrition and through programs to provide protein requirements for preschool children are being pushed.

She related that there were new publications as follows:

A new pamphlet on UNICEF's relations with "NGO's Working Together" designed for distribution to organizations is being printed and will be

available in December 1967. Each NGO will receive 200 copies without charge and additional copies will be made available at about 10¢ a copy.

Follow up report on results of Workshop in Africa: Efforts are increasing to train women to carry their responsibilities for family life and child-rearing. In spite of problems of abandoned children, children aged 9 through 16 who are destitute and out of control, and illegitimacy, governments show less concern for children than more pressing problems of economic development. The workshop stimulated more contacts of voluntary organizations with governments.

A workshop is being planned for Santiago for 1969. Suggestions are being solicited for content of the workshop to be held in conjunction with the UNICEF Executive Board meeting.

United Nations Social Commission: IFSW was represented at meetings of the Social Commission now called the Commission on Social Development at headquarters in New York from March 6 through 23. In attendance representing IFSW were the secretary general and Miss Margaret E. Adams. In a report which is carried in the UN Monthly Chronicle, Vol. 4 No. 4, April 1967, there is a summary of the deliberations.

The Economic and Social Council last year broadened the functions and responsibilities of the former Social Commission and increased its membership from 21 to 32. The Commission this year emphasized questions of social policy and made plans for drafting a declaration on Social Development and for undertaking a study of Ways of Strengthening United Nations Technical Assistance in the Social Field.

The Commission recommended that the draft of a declaration on Social Development be completed next year and that the United Nations program of Technical cooperation in the Social Field be examined and assessed. It proposed the establishment of pilot programs to improve living conditions in squalid settlements and slums and that a study be made of ways to stimulate public concern about housing, including the possibility of proclaiming an International Housing Year. It agreed on several conclusions on the social aspects of the extension of health services and on land reform and approved a revised program of future United Nations work in Social Development. These recommendations will be placed before ECOSOC for consideration at its 42nd Session to be held in New York from May 8 to June 2nd.

The secretary general also called the Executive Committee's attention to the material on The Rights of Women which had been previously circulated asking that they use their influence to secure the participation of member countries in this UN endeavor.

It was proposed that IFSW cooperation with United Nations in Geneva be explored with the president of ICSW and Mrs. Cornaz, who is the representative of ICSW, asking that she also represent IFSW.

International Association of Schools of Social Work Executive Committee: Miss Rawiel reporting. Miss Rawiel reported that the Executive Board of IASSW met August 24 through 26, 1967 in West Berlin, Germany. It was held at the Evangelical School of Social Work one of the five schools which offers a four-year training course for social workers. The president,

Dame Eileen Younghusband, presided. Dr. Katherine Kendall, the secretary general, was unable to be present because of eye surgery.

In a report of the financial situation the treasurer Mr. Bowers from Canada pointed out that almost 50 percent of the income is from fees from North America both the United States and Canada. The schools pay high membership fees through their councils on social work education. The present fee range is \$15 to \$30 and it is hoped the majority of members in the future will pay the top fee of \$30. The question of membership fees shall be reviewed at the next general meeting in Helsinki during 1968.

The association had agreed to the employment of a part time Secretary-General and is trying to secure funds for that purpose. There was recognition of the fact that there was difficulty in securing money in some countries for either donations or special projects.

The membership of IASSW contains 15 associations of schools and 350 schools in 46 different countries. Eight schools applied for membership during 1967.

There was discussion of the proposal made by Mrs. Jane Hoey introduced by Mr. Eugen Pusic, president of the International Council on Social Welfare calling for combining the ICSW, IASSW and IFSW for reasons of finance, assure program coordination, prevent duplication and to avoid conflict of interest. He suggested that all three organizations shall handle the matter at their next meetings and any idea of how that proposal can be realized shall be discussed among the officials of the three organizations. As far as the ICSW is concerned there has been a sub-committee appointed to clarify the question.

There was a discussion of the appointment of an individual to fill the position of secretary general which has been vacant since Ruth Williams died.

There was a discussion of the school's program at the International Council of Social Work session; a notation of the 4th European Symposium scheduled for Salzburg. The conference of Ministers in Social Welfare and how IASSW can strengthen its influence in that conference and other activities in the UN.

The Nominating Committee noted that Dame Eileen Younghusband and Mr. Lund will go out of office because their terms will expire next year.

There was criticism of the quarterly journal International Social Work and recommendations were made to better the condition. For example, the French would like to have more articles in French; the International Journal should be of such significance that it could be bought in bookshops. How can circulation be improved? How can a better Journal be prepared and how can schools receive more copies? These questions were not answered in the school's meeting.

In IFSW the discussion which followed, it was agreed that we proceed further with cooperation with IASSW. It was felt however that there would be tension between IFSW and International Association of Schools in some places where the schools feel that they have no responsibility to initiate programs. It was noted in Singapore that two members of the Executive

Board are on the faculty of schools and there is no tension.

In New Zealand there is very close cooperation but the association there feels that they should be more independent of the schools.

In Germany they work closely together and there is good exchange. There is a requirement of university training in schools and this is not true of social workers who are educated on the college level.

In Europe quite a number of the associations are housed in schools and there are common activities. It is believed that profession literature is one way of helping cooperation and that working together on manpower problems would be of assistance. The group also recommended that Mrs. Nava Arad be asked to publish additional copies of the document that she presented in 1966 in Washington and that this document should go to the schools of social work. It was mentioned that this can be discussed with the schools as a basis for greater cooperation.

ICSW European Meeting: Miss Rawiel reporting - There were approximately 600 persons, 500 of whom were delegates from 16 countries attending the European ICSW meeting from August 3 to September 6. President Eugen Pusic was the presiding officer. There were two main presentations (1) on Civil and Political Base of Rights and (2) Social and Human Rights. There were 9 sub groups of 15 to 35 people and it was obvious that in the European countries more older persons are in trouble because of financial and psychological needs.

A great deal was mentioned with regard to practice in that practice is much more important than the laws and it was good to have a European council to develop the European Charter.

ICSW Executive Committee Meeting - Litsa Alexandraki Reporting. This group met for three days and discussed the situation of the council with the death of Ruth Williams, Mrs. Kate Katzkie is the Secretary General protem. There was an approval of the bylaws of ICSW. Certain matters in the bylaws were presented:

- (1) There was an effort to give more responsibility to regions.
- (2) To provide a committee of representatives.
- (3) The arrangements of places allotted to the Executive Committee which has 20. These are allocated to sections geographically and international organizations. IASSW and IFSW always have a voice on the Executive Committee.
- (4) There is an international advisory board established , and
- (5) A council can appoint commissions. There was considerable discussion of the breakdown of the conference in Helsinki with places, dates and some costs.

The theme of the conference is Social Welfare and Human Rights and Mlle. Chouffier of France represented IFSW at the Planning Committee of the conference.

The financial condition of ICSW is not too good. A small amount of money is spent for offices and there has been some discussions of payment of persons to speak at plenary sessions. The British hold that if such a person is invited he should be paid. Another recommendation was that the conference meets too often and should meet every three or four years.

It was felt that the fees were very small and at Helsinki a proposal would be made to increase the fees.

There was a report from the Philippines on the 1970 conference which has gotten underway in a pattern similar to that set for the U.S. Conference in Washington during 1966.

There was some discussion of a common secretariat. Some discussion was held of proposed conference in Nairobi, Africa to be led by some representatives of the German schools. It was felt that it would be important for IFSW to have representation but after some deliberation it was felt that this would not probably be done because of the desires of the Nairobi government.

A decision was made to provide a memorial to Ruth Williams and it was felt that a medal would be given to a social worker or a national group for exceptional services to humanity. This has not been clearly decided as yet and Charles Schottland will be in charge of a small committee to make the decision.

Since there was some objection to the use of a medal in some of the European countries, the secretary general was asked to discuss this matter with Mr. Schottland pointing out that the Swiss and the United Nations representatives are not allowed to get medals and there is a fine distinction between an award and a medal. (4)

ICSW Asian Meeting Mr. Nakamura of Japan sent in a report of the meeting which was held in Tokyo, September 18 through 22. The theme was Meeting of Social Welfare Manpower Needs in Southeast Asia and the Western Pacific. He indicated that it was very successful with 133 delegates from 14 countries and some international organizations participating. Those participating were Australia, Hong Kong, Republic of Korea, Philippines, Ceylon, India, Republic of China, Indonesia, Iran, Malaysia, Pakistan, Vietnam, Thailand and other countries not specified. The organizations attending were United Nations and International Social Service.

There were three commissions. The first discussed the impact of social change effecting the demand and supply of welfare personnel and categories of welfare personnel. Commission two had as its charge recruitment and working conditions of welfare personnel and commission three, training programs (level of training, in-service training, role of the universities, other training programs).

It was observed that almost every country in the region is suffering from the problems of population, social problems in industry and employment, problems of rural reconstruction, problems of family in transition, housing and education problems, poverty and their dependency, delinquency, etc. and also the shortage of welfare personnel demanding welfare programs to deal with these problems. Social welfare is not given a high priority and is not understood correctly by the general public.

In the sphere of training programs, Mr. Nakamura reported that there are such common problems as the lack of training facilities and good teaching staffs, lack of indigenous teaching materials and too much dependence on the ideas and materials of Western social work. He noted that we recognize that we must be creative and flexible to produce our own methods from programs to meet the urgent needs in this particular region. He reported also that the official proceedings of the seminar will be published by the regional office for Southeast Asia and Western Pacific in Bombay, (Mr. S.D. Gokhale).

Proposal that IFSW, ICSW and IASSW seek to establish a single secretariat as recommended by Jane Hoey. There was considerable discussion on this by members of the Executive Committee. All agree that there is need for greater cooperation. It was agreed also that we need to cooperate very closely with volunteers but there is a need to develop a professional base. Any step to move into ICSW as a merged group would be regressive at this stage of the association's development (IFSW).

Thailand does not believe in a merger as it is carried on in her country. She feels for example, that the professional persons should be separated from the volunteers in the development of a professional organization. Germany believes that there should be cooperation but not merger. Singapore reported that ICSW has persons who are not social workers and it will not help IFSW to be a part of such a merger at this time. There was a general consensus that if there was a merger now there will be a crisis for the professional association. It was recommended that the sense of the Executive Committee deliberations be passed on to the Permanent Council for its decisions in Helsinki.

Problems of Cooperation with International Organization Representation Fees, etc. It was moved, seconded and carried, that where IFSW requests representatives of national associations to represent it at meetings it would pay fees for those persons who have been asked to represent IFSW.

Report by members of the Executive Committee: Mrs. Renu Jotidilok in discussing the first IFSW Regional Conference for Asia indicated that a grant of \$5,000 was made by the Thailand Government to underwrite the conference itself. She reported very close cooperation with ECAFE and representatives of the United Nations Organizations in Thailand; the organization of a strong organizing committee with a number of sub committees having responsibility for pursuing the work of the conference. She indicated also that she was inviting all of the members of the Executive Committee to her home on Saturday evening for dinner and that transportation would be provided.

Singapore: Mr. Balusubramian reporting. He indicated that there have been three projects in the past two years developed by the Social Work Association of Singapore which has 80 members. One is a school social work study worked on with the voluntary organization in conjunction with a local foundation. A memorandum was forwarded to the minister of education requesting that school social work be adopted under the Department of Education but nothing has happened yet. Second, a study was made of the Social Worker in the Prison and Aftercare System. The third project was an attempt to get the Almoners and Social Work Association to combine. There are 20 Almoners and 80 persons in the association which would provide a base of 100 trained social workers in the country.

He indicated that the association is working on a code of ethics and asks other countries to send copies of their codes to them. In the process Mr. Balasubramian passed out copies of the studies which had been made and the president recommended that there be a repository of all publications preferably at the Swiss Association who would work with Mrs. Small, the editor of the Social Worker. It was recommended that a bibliography be prepared by the Swiss Association and that it be presented to Mrs. Small who could then publish the bibliography in the Social Worker and associations who wished access to these materials might be able to get them.

Germany - Miss Kaethe Rawiel Reporting: She indicated that there were between 3,000 and 4,000 social workers, members of the association who pay 1 percent of their net income per month as dues. There is a national meeting once a year and they were concerned this year with regard to taking in persons who are kindergarten teachers, recreation and youth workers and others. The association is having some deliberations on this matter. There is a full time office and a lawyer who works for the members. She stated that the matter of educators, orphanages and homes of various sorts are on the agenda for the next meeting of the association in January. There are not enough social workers in Germany and two counties are giving the option to nurses to do health social work which in their opinion is not good. She stated that there is a law in Germany which states that each newborn child must be visited by a social worker and since there are not enough to go around, this matter is being handled by the nurses, thus the option.

She stated further that there was the development of better contacts of social workers with the local, state and federal government in the interest of social policy formulation and legislation.

Community Planning is being developed in Germany.

There is also work on a code of ethics.

New Zealand - Miss Rona Frame Reporting. There are 600 members of the association who pay \$6. a year dues. The association was founded in 1964 at which time it adopted an interim code of ethics. She stated that there is a problem of training and a very small number of the members are professionally educated. A national education and training committee has been established but this met a negative response from the university. There is one certificate course at Auckland. There is a national committee on legislation and one on standards. There is a discipline clause covering the membership and there is close cooperation with Australia. One of the interesting problems faced which is now changing is that all medical social workers originally had to be nurses.

Switzerland - Miss Rosli Stahel Reporting - There are 2,000 members who pay 70 Francs per year dues. They have recently adopted a new constitution and have a paid executive.

Greece - Litsa Alexandraki Reporting: There are 435 members; the part time staff and office. The cooperation with the schools is excellent with heads of services. There is research in new services and development of a system of licensing.

United States - Nelson Jackson Reporting:

There are 50,000 members in 170 chapters in NASW. National collects dues and makes payments to Chapters. The national operates with paid staff with a Division of Professional Standards; Social Policy and Action; Practice and Knowledge; Department of Publications; Chapter Services; Public Relations; and Council on Careers. The basic membership requirement for NASW is a two-year graduate degree from a school of social work and is a Masters. There are discussions of broadening the base of membership which will be reviewed at the next Delegate Assembly in 1969.

Plans for the meeting of the Executive Committee and Permanent Council in 1968. The Executive Committee will meet the 7th and 8th of August at Stockholm on Lake Malaren which is 20 kilometers outside of Stockholm. The Permanent Council will meet the 9th to the 11th at Dipoli with 50 or 60 persons in attendance. The symposium will also be held at Helsinki 12 to 14th.

The president read a letter from Miss Margaret E. Adams, Chairman of the Nominating Committee, suggesting recommendations for the meeting in Helsinki covering officers and members of the Executive Committee. On this Nominating Committee, in addition to Miss Adams, are Mr. Nakamura of Japan, Dorothy Lally of HEW, Washington, D.C., Dr. Nathan, Miss Thornton and Ingrid Gunnas.

The ICSW theme for Helsinki is Social Welfare and Human Rights. Miss Alexandraki discussed the IFSW themes of conferences in Greece and the United States and suggested a follow up of this in Helsinki. In the discussions which followed it was recommended that there is the need for a very high position of social work in government at the ministers level. This needs to be done if we are to achieve the recognition of the profession of social work. There is also need to select better persons to go into social work. Many who are selected are cast offs. It therefore was suggested that there needed to be a theme for the IFSW central to the profession and in the interest of better service to people.

It was recommended that the French Association in collaboration with United Kingdom and the German Association have the responsibility for the organization of a symposium and that the Finnish Association be asked to work out the physical arrangements. There should be some discussion of social work as a change agent. We do not need to help persons adjust to a bad situation but to have legislation and social action carried as a part of the function of the IFSW. It was moved, seconded and carried, that a paper be prepared and circulated prior to the meeting by the French Association in collaboration with Germany and United Kingdom and with that responsibility other countries might be asked to work with these countries in the development of the paper and the program.

There was a discussion of fees for the symposium and it was moved, seconded and carried that the official delegates of IFSW pay \$10 and that others pay \$15. It was also recommended that we write to Miss Liisa Hakola suggesting the printing of a leaflet to go to the membership in French, English and Finnish indicating dates,

Discussion was held on the pre-conference meeting 5th to the 11th of August of the ICSM. In attendance at this meeting would be one representative each of IFSM and the schools. Mrs. Rosli Stahel was recommended as a person representing IFSM who might attend if she were to be on home leave at that time. Miss Cornaz' name was mentioned also. At this point there would be an analysis of the National Conference, National Committees and offerings to delegates. Dr. Pusic suggested that the IFSM, IASSM, and ICSM might discuss some world problem i.e. manpower; Social Development or other items of significance to the Helsinki Conference.

There was a discussion of the Organization of Study Groups and the Federation has been asked to take Human Rights and Social Services-Social Worker Relationships. The Federation needs to find a chairman, a vice chair and the rapporteur. New Zealand was elected to take the responsibility and will find the chairman, vice chairman and the rapporteur.

In the general meetings, IFSM would participate in discussions of Social Policy and Human Rights in developing a Welfare Society or Social Change and Social Welfare. It was suggested that IFSM had a preference for the latter but will take either of these subjects. The usual practice is to have one representative from each continent on a panel which meets two hours in one day.

IFSM has had a booth since Greece. Finland is to be asked to assume the responsibility for securing the booth. The booth cost is \$150.(?)

Thursday is a day for meetings for International Organizations. It was suggested that IFSM probably might -

- (1) Have a meeting with the Finnish Association to visit off campus
- (2) Provide an opportunity for informal meetings with groups from other countries or,
- (3) A day with IFSM.

It was voted to ask the Danish Association to organize item No. 3 as the preference of IFSM's day of meetings for Thursday.

There are six commissions and it was suggested that social workers who are very active be a part of this planning in their countries.

Gifts A check for \$100 was sent to IFSM by Miss Joy Maines who has been IFSM editor for the International Journal. The Executive Committee by common consent agreed to use this amount of money for the Symposium in Helsinki. A letter of thanks was dispatched to Miss Joy Maines on behalf of the Executive Committee. Miss Bertha Zurcher of New Zealand gave IFSM \$15.00. Appropriate thanks were extended.

Travel Expenditures: There was a discussion of the money spent for Meher Nanavatty and Maria Teresa Gnecco by the association for their transportation to Bangkok. It spent \$700 for the ticket for Miss Gnecco and \$223.50 for Meher Nanavatty. Miss Rona Frame moved and Mr. Balasubramian seconded that this action by the president be approved. This was passed unanimously.

The Social Worker, Mrs. Small: Mrs. Small indicated that she has been struggling with the Social Worker and asks that the Executive Committee pass the word along for nations to send in material. She has asked that each association appoint two persons in each country to get material to her and that the Social Worker be promoted. The vice presidents should write from time to time telling what they are doing.

A third of the income of the association goes into The Social Worker. Mrs. Small has indicated that she has tried to have a balance in language in the presentation of the Social Worker but she has had difficulty in securing materials.

International Journal of Social Work: It was agreed in Washington that IFSW would cooperate for a year and if the Journal was not better we would withdraw from it. The International Council of Social Work Executive Committee in Dubrovnik undertook the responsibility of strengthening the Journal. It essentially would set up an editorial committee in United Kingdom, the printing would still be done in India and a document describes the work of the Editorial Committee (see letter dated September 15, 1967)

Robert Leaper - a letter was written to Hugh Sanders in United Kingdom by the president asking who would represent us.

Since that time, Mr. Gokhale, the editor, had a letter saying that the schools did not agree with the plan. It was moved, seconded and carried that IFSW approve in principle the Leaper proposal but to allow the officers to consult with the schools and ICSW in an effort to clarify positions.(5)

Follow Up on the Terminology Project: It was recommended that IFSW ask Miss Kaethe Rawiel to form a group in Germany to cooperate with Mlle. de Laage for the second step necessary in the Terminology Project.

The Minister's Conference: This information had been passed on to each of the associations. It was suggested that IFSW members contact them stressing the concerns of IFSW for a more prestigious position of social work in each country and to set forth the needs of social work in each country as seen through the eyes of the member association.

New Associations: As previously indicated the Argentina matter will be clarified by the vice president for Latin America.

The Hong Kong Association was accepted by the Executive Committee and it has been written welcoming the association to IFSW.

It was noted that Vietnam will develop in the future. There are presently 82 social workers. It was recommended that the secretary general write to them sending necessary information.

World Congress of Social Workers: The minutes of the 1966 meeting recommended that a World Congress of Social Workers be held in Greece during 1971. This might possibly be a joint conference with the IASSW. It was recommended that this idea be pursued by IFSW and the schools at Helsinki to determine the possibilities.

Miss Alexandraki adjourned the meeting Saturday afternoon.

Follow up of Executive Committee recommendations by the Secretary General since the Bangkok meeting.

1. The treasurer was written November 21, 1967 asking that he send materials to all countries as recommended by the Executive Committee.
2. The Vice President for Latin America was written November 27, 1967 indicating that on November 12 a duplicate application was received from Argentina in Bangkok.
3. On December 8, 1967, the Secretary-General met with Mrs. Eliana Cataldo, Social Worker, of the Social Affairs Office of Pan American Union at 1725 I Street, N.W., room 914 Washington, D.C. Mrs. Cataldo gave information on the theme of the Pan American conference, the names of individuals to be contacted and indicated that she would write to our Vice President for Latin America, Maria Teresa Gnecco, indicating the possibility of collaboration between IFSW and Pan American Union.

Pan American Union is a part of the organization of American States which has been in existence since 1890 and is the world's oldest international organization uniting the 21 republics of the Western Hemisphere in a community of nations dedicated to the achievement of peace, security and prosperity for all Americans. At the first International Conference of American States held in Washington, the International Union of American Republics was established for the collection and distribution of commercial information and to be represented by a commercial bureau located in Washington. The date of this state agreement has been observed since as Pan American Day, April 14.

Sra. Cataldo indicated there can be very close collaboration between the Social Affairs Program and International Federation and believes that between the two organizations IFSW and the Pan American Union, that there can be strengthened relationships. The results of this conference have been shared with our Vice President for Latin America and the President, Miss Litsa Alexandraki.

4. I talked with Mr. Schottland and was informed that this matter would be resolved in some other way and a medal would not be given.
5. (Subsequent to this, the Secretary General had a conference with Dr. Katherine Kendall, Secretary General of IASSW, December 11, 1967. She indicated that the schools would continue to function as they had in the past screening all of the materials for distribution to the Journal from the schools through the Secretariat. She felt that this was the only way that the schools would be satisfied with working with the Journal.)

She indicated further that since most of the material of the International Association of Schools was printed in the Journal, she felt that the same could be done by the International Federation of Social Workers suggesting for example that the report of the conference in Thailand might be published in toto in the Journal and while there would be limited distribution through IFSW of the Bangkok report, the publishing of a report by ICSW would broaden its circulation. She suggested that IFSW could do a great deal more than it has been doing in the past in terms of screening and sending in materials. I indicated to her that this could not be the function of IFSW secretariat at this time but agreed that her proposal seemed feasible. She also indicated that some of the material which is not now being published in the Journal from ICSW could be carried.