

Joint Document

FIRST INTERNATIONAL SYMPOSIUM OF THE INTERNATIONAL
FEDERATION OF SOCIAL WORKERS

Helsinki, Finland
August 12 - 14, 1968

S O C I A L W O R K A N D H U M A N R I G H T S

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Miss Kaethe Rawiel	- Germany
Mr Hugh Sanders	- United Kingdom

I N T R O D U C T I O N

The First International Symposium of the International Federation of Social Workers took place in Otaniemi, near Helsinki, Finland, August 12, 13, 14, 1968.

It was attended by some 50 Social Workers from 19 countries around the world.

The Theme of the Symposium was: "Social Work and Human Rights". By its choice of the subject the IFSW was taking part in the activities of the International Year of Human Rights, planned by the United Nations for 1968. The theme was also related to that of the ICSW 1968: "Social Welfare and Human Rights".

The Symposium marked an important stage in the development of IFSW meetings as it provided an international forum for the discussion of basic questions deeply related to the practice of social work.

Social Workers who are confronted with a great variety of problems concerning the individual, the family, the community and the nation must focus attention on opportunities of greater professional interaction, as well as they must try to achieve greater professional solidarity through discussions in which they exchange ideas and experiences on mutual problems.

The participants of the first Symposium expressed their sincere hope that IFSW will provide room for a second Symposium, to be held in 1970 in the Philippines, around the time of the XVth International Conference on Social Welfare.

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Since we have very interested, experienced and competent colleagues and good friends in the Philippines who offered in the most generous way their help in preparing the next Symposium we look forward to continue our work successfully.

The members of IFSW thank the International Committee of the Associations of Social Workers in Finland for organizing and financing the First Symposium in such an inspiring and most capable way.

KÄTHE RAWIEL

President,

International Federation of Social Workers

P R O G R A M M E

Monday, August 12

9 a.m. Registration Dipoli, Otaniemi
10 a.m. Opening Session: Theatre Hall, Dipoli
Presiding: Miss Liisa Hakola, Chairman, International
Committee of the Associations of Social Workers,
Finland

Opening Address: Mrs Alli Lahtinen, Director General,
National Board of Social Welfare, Ministry of Social
Welfare and Health

Response: Miss Litza Alexandraki, President, Inter-
national Federation of Social Workers, Greece

Address: Mlle Etienne Chouffier, Présidente de
l'A.N.A.S., France, Director of the Programme, IFSW,
Symposium

Address: Miss Helmi Mäki, Instructor, University
of Helsinki, Chairman, Finnish Organizing Committee
of IFSW Symposium, Finland

11 a.m. Plenary Session No. 2 Theatre Hall, Dipoli

Subject:

R ô l e d e s p r o f e s s i o n n e l s d e
s e r v i c e s o c i a l p o u r l a r e c o n -
n a i s s a n c e d e s b e s o i n s f o n d a -
m e n t a u x d e l ' h o m m e e t l a r e -
c h e r c h e d e s o l u t i o n s a p t e s à
f a i r e é v o l u e r l e s s t r u c t u r e s
d a n s l e r e s p e c t d e s d r o i t s
d e l ' h o m m e

Chairman: Miss Litza Alexandraki, President, IFSW,
Greece

Orateur: Mlle Jacqueline Benier, Assistante sociale,
A.N.A.S., France

Reception given by the League of Social Workers in
Finland

2 p.m. Plenary Session No. 3 Theatre Hall, Dipoli

Subject:

C o n s e q u e n c e s o f t h e r a p i d e c o -
n o m i c a l a n d s o c i a l c h a n g e s
t o f a m i l y l i f e , p r o f e s s i o n a l

l i f e a n d c i v i l i a n l i f e

Chairman: Nelson C. Jackson, Secretary-General,
IFSW, United States

Speaker: Miss Käthe Rawiel, Executive Secretary,
Council of Social Agency, Germany

- 3 p.m. Group discussions
- 6 p.m. Reception by the National Board of Social Welfare,
Ministry of Social Welfare and Health, Finland
Hostess: Mrs Alli Lahtinen, Director General
Foyer, Helsinki City Theatre
- 8 p.m. Visit to Rajakylä Children's House, arranged by
Helsinki Rural Commune, Social Welfare board.

Tuesday, August 13

9 a.m. Plenary Session No. 4 Theatre Hall, Dipoli, Otaniemi

Subject:

How social change may affect human rights and how social workers may influence services and be influenced by them

Chairman: Miss Käthe Rawiel, Executive Secretary
Council of Social Agency, Germany

Speaker: Mr Robert Bessel, Lecturer in Social Work,
Department of Sociology, University of Keele,
Staffordshire, United Kingdom

10 a.m. Group discussions

1 p.m. Lunch given by the Alkoholiliike Ab for the representatives of various countries

2 p.m. Plenary Session No. 5 Theatre Hall, Dipoli, Otaniemi

Sujet:

Perspectives d'avenir: contribution de la profession à la politique sociale

Chairman: Miss Teresita Silva, Immediate Past President and Chairman, Volunteer Service Center, PASW, Department of Social Welfare, the Philippines

Orateur: Mlle Etienne Chouffier, Présidente de l'A.N.A.S., France

3 p.m. Group discussions

Wednesday, August 14

- 9 a.m. Plenary Session No. 6 Theatre Hall, Dipoli, Otaniemi
Subject:
R e p o r t s o f t h e d i s c u s s i o n
g r o u p s
Chairman: Mr Robert Bessel, Lecturer in Social Work,
Department of Sociology, University of Keele,
Staffordshire, United Kingdom
Rapporteurs:
Premier Groupe, Miss Ingrid Gelinek, Austria
Discussion Group No. 2, Miss Merete Posborg, Denmark
Discussion Group No. 3, Miss Mary Windsor, United
Kingdom
- 12 a.m. Closing Session Theatre Hall, Dipoli, Otaniemi
Presiding: Miss Litsa Alexandraki, President, IFSW,
Greece
Addresses:
International Federation of Social Workers by:
Litsa Alexandraki, President
Nelson C. Jackson, Secretary-General
Finnish Organizing Committee of the Symposium by:
Helmi Mäki, Chairman,
Anja Sinisalo, Secretary
The hostesses of the IFSW activities in 1970 by:
Miss Teresita Silva, the Philippines
Welcome to the Incoming President of IFSW,
Miss Käthe Rawiel, Germany and her response
- 1 p.m. A farewell coffee party, arranged by the Associatio
of Directors of Old Peoples Homes
Hilda Kattelus, Chairman
Irja Hillas, board member

A D D R E S S B Y M R S A L L I L A H T I N E N

Director General,
National Board of Social Welfare,
Ministry of Social Welfare and Health, Finland

Distinguished participants to the International Symposium of Social Workers.

You have convened for the first international symposium of social workers from five continents and tens of different countries here in Finland as guests of a small Nordic nation. As the representative of the National Board of Social Welfare, which has functioned by now only little more than one month, I have the great honour and pleasant duty to open this Symposium, and, at the same time, wish you wholeheartedly welcome to Finland. I hope that the Symposium will be a good beginning to a new most significant form of work for the promotion of international co-operation and understanding.

Finland, the host country to your first symposium offers you, distinguished participants, the possibility of observing many focal problems of social work in a field of work, in a country which is small enough for the creation of a graphical picture of the whole field and big enough for demonstrating the multiplicity of problems and, also, varying solutions carried out in the newly reformed national administration, in local administration, in voluntary social work as well as in working methods of social workers.

This country has been barren and poor. Therefore, the hunger and absence of many necessities were before familiar to its people. The elimination of these defects has,

however, been in the nation's own hands. The solutions made for the economic and social development have been made by the will of the people and carried out as a result of joint efforts. A democratic system of administration has developed in Finland step by step during many centuries, thus beginning long before this country reached its full independence 50 years ago. Thus the important labour and co-operative movements aimed at the improvement of living conditions of peoples which, among others, were born in Europe during the last century met a fertile soil in Finland. The conflict between the poor and the rich did not really accentuate in Finland if observed from an international point of view. Thus our social work, be it conducted by the official bodies, the state or municipalities, or by voluntary organizations, has been primarily mutual assistance not charity handing out alms. The human dignity of even the poorest and the most deviate individual as well as the equality of all citizens have long been an undeviable fact in Finland, both in principle as well as in legislation.

Our difficulties lie primarily in the implementation of the human rights and equality. The delay of vital social reforms which were desperately expected lead our nation to a civil war just in its earliest days of independence. The wounds caused by this war have required decades to heal. The obstinacy, also called as "sisu" to give it a more pleasant sound, has often created difficulties to a flexible, entire social policy. In social welfare this can be seen, for instance, in the fact that the municipalities which in Finland are responsible for local administration, in many cases consider it more important to solve the questions of social welfare themselves and according to their own point of view although these tasks might have been carried out with better planning and more effectively in co-operation with neighbouring communities. The administrative machinery may have proved to be too unflexible to satisfy the demands of the changing community. The serious character of the people and the rather coherent system of moral norms adopted by it long ago have created some intolerance which, it is

true, sympathetically makes efforts to eliminate material defects but which has difficulties in understanding a deviate and weak individual. I dare hope that your symposium could teach something of these aspects not only to Finnish social workers but to the whole Finnish nation.

As the Finnish nation has had the privilege of living in conditions where nobody has exploited it and when it itself has never tried to subjugate or to exploit any other peoples, we consider the right to freedom and peace of all nations of the world absolutely approved, so explicitly that when living in this distant home corner we hardly comprehend how much there still is in the world oppression and violence and defects, the elimination of which requires joint efforts by all nations. While I hope that the symposium and your stay in Finland would give you rich impressions and ideas, I also wish that your stay and work here would let the Finnish nation to feel deeply the unity of the world, the fact that both the small and big nations, even every individual is a part of the whole and thus responsible for the building up of a new better future.

Be most cordially welcome.

A D D R E S S B Y M I S S L I T S A A L E X A N D R A K I

President,
International Federation of Social Workers

Madame Chairman,
Madame Director General,

On behalf of the International Federation of Social Workers I would like to thank you for accepting to open the first international symposium of our organization.

We are very honoured and happy to have you among us. We know what you have done for the progress of your country and are aware of the hard work, thought and devotion you have put into it.

The social workers of your country and all of us look up to you, the first woman general director of the Ministry of Social Affairs, with great confidence.

Madame Chairman,

Our dear friend Liisa, we cannot find words to express our thanks to you. We are full of admiration for your leadership and gentleness. We are proud that a person like you is among our leading social workers.

On behalf of IFSW, I would like to thank all social workers in Finland who, with such enthusiasm, assisted you in the organization of our meetings.

You have given an example of what can be accomplished by faith, love, and devotion although lacking financial resources. Our organization is as poor as can be from a financial

point of view but it is a very rich organization from the point of view of human resources.

We are very happy to be in your country, this small country which has set an example of what a country can do when its people are courageous, progressive and endowed with a sense of responsibility for the happiness and welfare of others.

The hospitality shown to us in this country has moved us deeply and is highly appreciated.

(At this point the President welcomes the participants who come from Argentina, Austria, Denmark, Ethiopia, Finland, France, Germany, Greece, Israel, Japan, Norway, the Philippines, Poland, South Africa, Sweden, Switzerland, the United Kingdom, and the USA).

IFSW, in its efforts to facilitate contacts between social workers of all countries, decided in Washington in 1966 to organize the first meeting of national associations of Asian countries in Bangkok and the first international symposium for our member countries in Finland. The meeting in Bangkok, which had as a theme "Action Programmes of Social Work Organizations in meeting present and emerging Social Welfare Programmes in changing Asia", took place last November and had a tremendous success.

The symposium has as a theme "Social Worker and Human Rights" in line with the United Nations human right year and the International Council of Social Welfare whose theme at the Conference is "Human Rights and Social Welfare".

Before the two meetings mentioned above, we had organized a meeting in Strassbourg for the European National Association and another meeting in Washington on "Expansion of Welfare Programmes as a Challenge to, and an Opportunity for, the Social Workers". The changes occurring everywhere give rise to

the need for social workers to assume greater responsibilities in studying these changes, and the new problems which appear, urge them to take greater responsibilities in order to face them with action programmes.

The social workers must assume more and more leadership roles in social planning and social action. The professional workers all over the world are expressing the need for greater communication and exchange of experience with professionals of other countries in order to be better equipped to serve their own country in the new programmes developing.

The aim of the discussions in Bangkok was to analyse the main changes occurring in this most vastly populated area of the world, to find common problems and specify specific problems in each of the countries, to compare methods of approach, services existing and services to be needed in the future, and concentrated finally on the role of the social worker and the social worker organizations and social action.

During this meeting in Bangkok we were convinced that the Federation must continue to provide the media for meetings and discussions of professional social workers as these discussions are extremely fruitful in assisting the social worker to perform his duties and also give the profession a sense of security and uniformity as a profession.

This 1st symposium is devoted to "Social Work and Human Rights". We had a very short time at our disposal for the organization of this symposium.

The decision to delegate to the French Association the responsibility for organizing the symposium in cooperation with the UK and German Associations was taken only in November. The decision of the French Association to undertake this responsibility was taken much later. The first meeting with the French and German representatives took place in Geneva only

at the end of January where it was also decided that Finland was going to undertake the physical organization of the symposium.

The difficulties France experienced this year contributed in making the time at the disposal of the French Association even shorter. In spite of that we are here, and I hope that all participating will be understanding and very co-operative and that the symposium will be a great success. Mlle Chouffier will make an analysis of the programme to you in a few minutes.

The theme of the symposium is very important for the social Workers as the role of the social worker is basically related to the protection of human rights, and the respect of human rights is one of the basic principals in our methods of work. Too much discussion about human rights is going on in our days around the world but, on the other hand, the charter of human rights of the United Nations has a very strange fate.

There are countries, members of the U.N., which recognize the charter by law and try to apply it, countries which accept it in their own country but do not do much about putting it into practice, countries which apply it to a part of their population and others which, although belonging to the UN, do not apply it and have not even made the first step to accept it by law.

The inside knowledge every social worker has of what is going on in the practice of a social worker in his field of action is invaluable to our discussions which we hope are going to give him new ideas of what can and should be done in every country.

Every social worker in his or her country can and must be the active agent in the fight for the application of human rights.

I wish great success to your discussions, and I hope that everyone of you leaving this country will have the satisfaction of knowing that your coming to Finland was worthwhile.

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A D D R E S S B Y H E L M I M Ä K I

Instructor

Institute of Social Policy

University of Helsinki

Madame Chairman, Distinguished Guests, Dear Colleagues,

Several little groups of Finnish social workers have been working in preparing this symposium. It has been a pleasure for us. We only hope that our efforts have contributed to the success of this meeting. We have had specially two things in our minds:

Firstly we have wanted to create a strong atmosphere of friendship, where we can get to know each other personally and individually.

Secondly we would like to create an atmosphere, where we feel ourselves free to change different ideas about our profession - certainly we have much in common in our job - but no doubt many things vary from country to another and from culture to another.

We hope that you will enjoy the hospitality we can offer you. It will begin after this session. The refreshments during the sessions are offered by different professional social work associations in Finland.

We hope that our distinguished guests will join the participants of this symposium and have welcoming coffee served at the lobby right after this session. This time our host will be the League of Social Workers in Finland.

EXPOSE INTRODUCTIF:

ROLE DES PROFESSIONNELS DE SERVICE SOCIAL POUR LA
RECONNAISSANCE DES BESOINS FONDAMENTAUX DE L'HOMME ET
LA RECHERCHE DE SOLUTIONS APTES A FAIRE EVOLUER LES
STRUCTURES DANS LE RESPECT DES DROITS DE L'HOMME

par

JACQUELINE BENIER
Assistante Sociale,
A.N.A.S., France

Cet exposé n'a pas la prétention d'être une conférence, ce sont des constatations, des réflexions à partir desquelles nous devons tous travailler.

Son but en effet est de cerner le thème de nos travaux, le limiter en dégagant quelques points précis autour desquels nous devons nous efforcer de concentrer notre attention et nos discussions. Cela afin d'utiliser de la façon la plus positive possible cette occasion de rencontre et d'échanges.

C'est pourquoi nous nous sommes surtout efforcées de rechercher les points communs, pour retenir ce qui nous unit, plus que ce qui nous différencie, en ce qui concerne les questions de fond, et ceci afin que nos échanges puissent ensuite aller le plus vite possible à l'essentiel et déboucher sur du positif en évitant les discussions de détails.

Pour cela nous nous sommes appuyées, d'une part sur des entretiens entre assistantes sociales françaises, entretiens soit en groupes, soit à deux ou trois; d'autre part sur les quelques documents qui nous sont parvenus des autres asso-

ciations: Grande-Bretagne - Danemark - Philippines - Finlande et en toute dernière heure Grèce.

Peu de choses peut-être mais qui ont apporté la démonstration d'une très grande unité, à la fois dans les phénomènes constatés et dans les problèmes posés aux professionnels de service social.

I

Les dernières décennies ont sans doute révélé à tout observateur un peu attentif, un renouvellement, une sorte de reprise de conscience à la fois progressive et largement diffusée des droits de l'homme.

Les sciences humaines ont contribué à mettre en évidence que ces droits prenaient racine dans les besoins fondamentaux que l'homme ressent et qu'il aspire à voir reconnaître, puis satisfaire par la société. Besoin de conserver sa vie, instinct de conservation; de se perpétuer dans d'autres êtres, désir de procréer; de vivre avec ses semblables pour recevoir d'eux ce qui lui est nécessaire, mais aussi pour livrer les richesses qui sont les siennes, vie en société. Besoin de s'épanouir de toutes les manières et d'avoir pour être davantage, et mieux s'accomplir, d'où l'appétit de connaître, d'être heureux par le coeur et le corps, de posséder des biens matériels pour vivre plus pleinement, de créer une oeuvre où il mettra son intelligence, son savoir-faire, son attachement.

De la reconnaissance de ces besoins élémentaires et puissants est née progressivement la définition des droits correspondants. Droits à la vie, mais aussi à la nourriture, au logement; droit au travail, mais aussi à une juste rémunération, à un salaire égal pour l'homme et la femme; droit au savoir, mais aussi aux loisirs, à la culture, etc...

Au fur et à mesure que la conscience réfléchie de

l'humanité rendait de plus en plus claires, à un plus grand nombre d'hommes, les antiques notions de connaissance, de libre-choix qui constituent précisément l'homme, celui-ci a revendiqué, tant pour lui-même que pour les autres, ces biens auxquels il estime avoir droit et qui sont la liberté avec son corollaire de libre arbitre, d'autodétermination, la justice, la dignité. Bref, ce qu'on entend à peu près partout aujourd'hui, en un sens très large, par l'expression: "respect de la personne humaine".

L'homme devenu plus conscient de ses droits demande tous les jours davantage à une société détentrice de pouvoirs de plus en plus étendus, et qu'il tend à considérer comme responsable unique de toute inadaptation. C'est ainsi qu'il tolère de moins en moins l'échec de la rééducation des jeunes handicapés physiques, qu'il n'accepte pas l'échec scolaire de ses enfants et tend à en rejeter la responsabilité sur le corps professoral ou l'Etat. Cette exigence est facteur de progrès, elle est une stimulation pour la recherche et l'application de techniques variées, elle est aussi un risque. La croyance naïve dans la toute puissance immédiate de la science, donc de la technique, est à démystifier et c'est peut-être une des tâches du Service Social aux prises quotidiennement avec les réalités humaines: il est des obstacles que la science ne peut franchir, des limites inhérentes à l'homme qu'on ne peut dépasser.

Or, tous les peuples de cette fin du XX^e siècle se trouvent actuellement aux prises avec des questions qui, sans être rigoureusement les mêmes partout, ont cependant de nombreux points de ressemblance, et qui toutes, font apparaître un véritable dilemme entre les bienfaits d'un progrès technique irréversible et le poids que risque de faire peser ce progrès sur la personne.

Force est bien de faire un choix parmi tous les problèmes et d'en dégager quelques uns qui paraissent mériter plus particulièrement l'attention des praticiens de Service Social.

II

Comme caractéristiques du changement qui atteint tous les peuples et pose un véritable dilemme à celui qui veut servir l'homme, nous avons retenu: l'intervention croissante de la société dans la vie des personnes et la prépondérance de la matière.

I) Si nous avons retenu en premier lieu la dépendance que crée le réseau de plus en plus serré des inter-dépendances et des solidarités, entraînant l'obligation de recourir à l'aide de la collectivité dans des cas de plus en plus nombreux, c'est que ce phénomène, en lui-même positif, est à l'heure actuelle, presque partout ressenti comme une contrainte et non comme un appui et curieusement même, comme facteur pour les plus faibles, d'inadaptation, voire de névroses et de solitude.

La plupart des exemples cités font apparaître en particulier qu'à un certain stade de développement économique et social et au fur et à mesure que s'étendent les mesures de protection, de prévention, de sécurité sociale, correspond une pression de l'Etat, une immixtion dans la vie privée. Certains de vos rapports montrent qu'il peut en résulter une perte du sens de la responsabilité, de l'effort, de l'initiative: on s'en remet à l'Etat dont on attend tout.

Cette prise en charge par la collectivité peut même faire naître des abus, et de la part des ayants-droit une certaine agressivité dans la revendication.

Nous avons aussi noté, parmi vos observations que, par un phénomène de "choc en retour", le souci de compréhension totale, d'aide dans n'importe quelle situation, peut empêcher certaines personnes de faire appel à leurs propres ressources, de prendre conscience de leurs déficiences. On s'aperçoit ainsi d'une certaine perte du sens moral, un relâchement des moeurs de plus en plus sensible. Une conception aurait tendance à se

répandre qui reporte sur la société, son organisation, ses structures, toute la responsabilité de la réussite, de l'épanouissement personnel.

Et cela au moment où, paradoxalement, on est bien obligé de reconnaître que le "social" trop poussé risque de tuer le social, le social arrivant à se dévorer lui-même en ce sens qu'ayant été conçu tout d'abord pour les plus déshérités, devient parfois hors de leur portée à mesure qu'il perfectionne ses moyens d'action.

Une première interrogation se pose donc aux Travailleurs Sociaux quant au rôle du Service Social: doit-il être l'instrument qui facilite cette prise en charge de plus en plus totale du citoyen par la société, prise en charge risquant d'entraîner, pour le Travailleur Social comme pour celui qui bénéficie de son aide une allégeance politique ou idéologique?

2) Comme autre caractéristique importante de l'évolution actuelle avec tout ce qu'elle entraîne comme répercussions dans la vie des personnes, des groupes et des communautés, nous avons retenu ce que nous pourrions appeler: la prépondérance de la matière.

La marche irréversible de l'organisation de la société a pour support la matière, ou tout au moins la technique, l'intelligence pratique. L'esprit scientifique moderne néglige souvent de s'interroger sur l'importance et la valeur de ce qu'il produit ou recherche et tend aux résultats immédiats aux dépens peut-être de l'avenir.

Par la science, l'homme a conscience de posséder une maîtrise de plus en plus grande de l'univers matériel. Ce qui risque de griser les peuples dont le niveau industriel est élevé, de les durcir, de les matérialiser. Ce qui fait courir aux nations provisoirement moins bien pourvues, la tentation de brûler les étapes au risque de perdre ce qu'elles ont sans

pour autant obtenir ce qu'elles d'ésirent; d'où le danger pour ces nations de se décourager et de se réfugier dans un spiritualisme coupé de la réalité, de se détourner de la terre et de l'oeuvre des hommes. Ceci se retrouve pour certains groupes humains, et nous ne citerons pour mémoire que le monde rural occidental en voie de paupérisation progressive et le prolétariat urbain en augmentation dans tous les pays du monde.

Il est bien clair que cette société qui s'organise ainsi selon une nouvelle dimension commandée par la matière, est occasion, voire cause, de changements, d'évolutions très rapides, de mutations soudaines et radicales, qui se font ressentir sur tous les plans.

- Sur le plan économique il est évident et c'est normal qu'on produit pour consommer. Toutefois dans les pays en voie de développement comme dans ceux moyennement industrialisés, un équilibre entre consommation et production est à trouver.

Dans les pays en voie de développement, la consommation peut être antagoniste de la production. En effet, dans ces pays sont prioritaires les besoins immédiats de consommation indispensables à la vie, mais si tous les investissements sont consacrés à la consommation, c'est au détriment de l'équipement en biens productifs et de l'armement social. La recherche du point d'équilibre est délicate, il faut à la fois qu'un peuple évite de manger "son blé en herbe" sans être condamné à la disette; ce qui suppose non seulement une grande patience mais des vues d'avenir lucides.

Quant aux pays moyennement industrialisés, on observe que l'aspiration légitime à profiter de ce que le pays produit peut conduire à négliger les investissements en moyens de production en faveur des bien immédiatement consommables. Dans ces pays le risque n'est pas de manger "le blé en herbe" mais les fleurs au détriment des fruits.

- Sur le plan social, l'effet de cette matérialisation se fait sentir dans le sens où les aspirations les plus nobles: justice - solidarité, par exemple, ne sont plus liées à certaines valeurs, et pour vouloir être satisfaites sans tenir compte des inégalités inévitables, des aptitudes individuelles et de la hiérarchie des fonctions, risquent de se retourner contre le but poursuivi.

- Sur le plan affectif et psychologique enfin, cette sorte d'impatience, de frénésie, contient une formidable surcharge affective, une émotivité interne, libérant les passions sans les soumettre à la critique du jugement, à la maîtrise de soi.

Il n'est pas jusqu'aux sciences de l'homme qui ne soient atteintes par ce phénomène; en effet, uniquement descriptives, elles ont plus servi jusqu'à présent à établir des constatations qu'à chercher la signification profonde, le sens, la direction de celles-ci.

Tout ceci ne peut manquer d'entraîner des questions, des tensions, de malaises qui sont parfois douloureusement ressentis. Cette période de transition est pénible pour beaucoup, on voit clairement qu'on perd certaines valeurs, on s'aperçoit aussi qu'on en acquiert d'autres, mais il reste à l'horizon une vaste zone d'inconnu dont certaines perspectives affolent indubitablement.

III

D'où pour les assistants de service social des exigences qui semblent être de deux ordres:

- aider l'homme dans sa vie personnelle, de groupe et de communautés, à assumer ce changement;
- collaborer à l'élaboration d'une société respectueuse de l'homme.

Il est urgent tout d'abord, d'AIDER L'HOMME A INTEGRER CETTE PRISE DE CONSCIENCE A LA FOIS DANS SON ESPRIT ET DANS SA VIE QUOTIDIENNE. Aide non seulement pour pallier le choc né des mutations et faire que l'homme les accepte passivement, mais encore pour qu'il puisse les dominer, leur donner un sens et enfin les dépasser pour les faire servir à l'approfondissement d'une existence pleinement humaine apte à combler les meilleures aspirations.

S'il est vrai que le progrès actuel présente un aspect onéreux sur le plan humain et qu'il a une dimension coûteuse, il faudrait tendre à tirer le meilleur parti de son apport positif. Il faudrait s'efforcer de montrer que bien des valeurs qu'on estimait permanentes durent effectivement encore, mais que leur point d'application peut changer. Il faudrait recourir aux sciences humaines, non seulement pour y découvrir des mécanismes, mais pour qu'elles disent ce qu'est l'homme, qu'il est dépendant du monde, mais qu'il ne lui est pas totalement soumis, et qu'il lui est supérieur. La sociologie au sens large, l'économie politique, la morale sociale devraient porter un jugement de valeur très nuancé sur le progrès, sur sa supériorité absolue ou relative, etc...

Renoncer au progrès serait une régression. Le progrès est un bien incontestable, réel, mais relatif et relatif à l'homme. Il faut donc s'efforcer d'en réduire le coût et de le mettre au service de l'homme. C'est le progrès qui est fait pour l'homme et non l'inverse.

Enfin, il est du devoir du Service Social, non seulement de se préparer à fournir à l'homme l'aide nécessaire pour assumer et le changement des structures et bien user de ce changement, mais mieux encore d'OBTENIR DE COLLABORER A L'ELABORATION DE NOUVELLES STRUCTURES, de manière que ces droits de l'homme soient partout et constamment respectés.

Mais alors c'est là que se posent pour le service

social les questions peut-être les plus importantes et qui dans la conjoncture actuelle de bien des pays, et vous nous excuserez de faire ici allusion à l'actualité française, prennent une nouvelle dimension.

Mis en face de mouvements de contestation qui récusent la société d'aujourd'hui, les professionnels de service social doivent se demander si notre profession est faite:

- pour adapter l'homme à la société, quelle que soit cette société,
- pour contester la société quelle que soit cette société, ou, comme nous l'avons toujours affirmé:
- pour aider l'homme à trouver son équilibre et son épanouissement dans la société, par une adaptation réciproque,

Mais alors

- dans quelle société et comment?

Y a-t-il des critères qui permettent de dire qu'une société est bonne ou mauvaise en soi?

La profession d'assistant de service social est-elle seulement palliative? est-elle aussi et plus essentiellement encore préventive et constructive?

Ses moyens d'action s'adressent-ils seulement à la personne, considérée individuellement, en groupe ou en communauté, pour qu'elle soit mieux à même de participer elle-même à l'évolution de la société ou doivent-ils agir également sur la société elle-même pour l'harmoniser ou la contester?

Les assistants de service social doivent-ils se contenter d'enregistrer passivement les causes de déséquilibre pour les porter à la connaissance de ceux qui ont les moyens d'agir directement sur ces causes, ou peuvent-ils par la pression et la contestation être un agent actif d'évolution ou

de révolution?

Si notre profession revendique de participer à la mise en place d'une société plus humaine, qu'est-ce qui justifie cette revendication?

Quelle sera sa "part" spécifique?

Comment y fera-t-elle face?

Si telles sont les questions que le service social français s'est posé avec acuité durant ces dernières semaines, il semble bien que ce soit dans le monde entier les questions auxquelles tous les professionnels sont aujourd'hui appelés à répondre. C'est bien en effet de ce postulat que nous avons décidé de partir pour ces journées: quels que soient les niveaux de développement d'un pays, identiques sont actuellement les phénomènes qui s'y développent, entraînant partout les mêmes incidences sur la vie des personnes, des groupes et des communautés.

Mais nos réflexions ne correspondraient pas à grand chose si nous ne les poussions pas jusqu'au bout de leurs conséquences, qui doivent aller jusqu'à constater que:

pour participer à une société respectueuse de l'homme il faut savoir sur quelles valeurs se baser, à quelles références faire appel. Question qui, en définitive est la clé de toutes les autres, à laquelle nous sommes maintenant affrontés et que nous ne pouvons pas éluder. Il ne suffit plus de trouver pour notre action, les meilleures techniques à affiner toujours davantage, mais il faut savoir à quoi et pourquoi s'en servir.

INTRODUCTION TO DISCUSSION GROUPS:

CONSEQUENCES OF THE RAPID ECONOMICAL AND SOCIAL CHANGES
TO FAMILY LIFE, PROFESSIONAL LIFE AND CIVILIAN LIFE

by

KÄTHE RAWIEL

Executive Secretary

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When we look at all these changes that have taken place within this century, we cannot say that all the changes were for the benefit of people. Some changes, however, are of great challenge, others cause a lot of trouble as they effect our physical and mental health.

We have chosen three sections of life on which we will look more carefully during the days of our symposium in order to find out, how people have adopted themselves to the changes in that particular field, how their human rights were protected in it, and which are the problems that are of special concern to the social workers.

The first section we are looking at to day will be the change of family structure, which took place in many of the countries all over the world. Even in places were we find still very strong family ties, like in some of the Asian countries, we recognize approaches to change family pattern.

The fact that in most European countries and in North America the family unit consists of father, mother and their dependent children causes several problems. It leaves the old people out and we have a large number of old people who are extremely lonesome. The number of old people has

increased rapidly, most people expect to live much longer but their contacts to the younger generation is not always satisfying.

The diminished control by the family leads to the problem that children become independent from their parents before they are mature enough. The increase of employed mothers leaves in many cases young children without sufficient care and causes many other problems in regard to the education and training of children.

Referring to the women's enquete our national family welfare department prepared two years ago, we became very concerned of the fact that the majority of the mothers suffer under the pressure of their full employment on the one hand and their care for the family on the other hand. Especially mothers with more children are overworked. Neither do they receive enough financial help nor do they receive sufficient physical and psychological help from public or private agencies. There are not enough day care centers for children or day nurseries or cresses for babies. The system of home help is very disappointing, there are very seldom neighbors who are of assistance and resources for mothers to take a special leave in one of the resthomes can only be used in cases of emergencies, due to the lack of home help.

Protection for pregnant mothers is common in many countries, but in most countries only the minimum of protection is given which is not enough to strengthen the physical and mental health of the pregnant mother.

Especially the unmarried mother needs to be far more protected. There is also great need for a longer leave for mothers who have given birth to a child. In our country they have a right to stay at home 6 weeks before and 8 weeks after the child is born, but we hope that we can reach a decision that the mother can apply for leave for at least 6 months by

a reasonable payment and that her place of employment will be kept open for a year if she desires so.

We are also asking for more and better paid part time work for married mothers with young children.

Almost no provisions are made for mothers whose dependent children are sick. These children are strictly refused by the day care centers for the time of sickness.

Another problem we have to face in regard to family life is the disabled child who needs more support than the family can give in general. The opportunities for adaptation of a disabled child have grown immensely but additional material help is growing very slowly. When we talk about families and their present problems we also have to include the children who come from broken homes. Our system of institutional care is not corresponding to the knowledge and experiences we have in regard to the needs of children. There are not far enough foster homes and the psychological help for foster parents is insufficient.

There are still many problems I have not even touched in this short outline but I hope that some more will come out in the discussion groups.

The family as a unit of two generations as said before is protected by the federal constitution. There are special laws for the protection of children. Each child has a right to be educated to the highest extent of his physical, mental and social capacity, as it is stated in the youth act, but still the human right of a child is only met to a certain extent and the family with more children does not have equal chances to keep up an adequate living standard. Family allowances do help to a certain extent but the big family is not sufficiently supported.

As for the discussion I shall like to put your attention to the following questions:

1. Problems that are caused by the changes of family structure and family pattern
2. The working mother in her double function as housewife and employee
3. The protection of the unmarried mother and her child
4. The care for the deprived child

Consequences of the rapid economical and social changes with regard to professional life

The rapid change in our industrialized country affects the labour situation tremendously. Nearly all working people are in some way confronted by new conditions of work.

No matter whether the individual worker is at work in a highly developed industrial plant or in one of the many small conventional workshops we still have, the evolution of the structural change of his occupation is a fact.

There is something that we have to keep in mind, the change - as rapidly as it goes - never means a sudden breakdown of tradition. Some of the workers still use tools that were already known centuries ago while others turn a certain wheel or press a certain button on a full automatic machine. There may be only a small number of highly developed industrial plants in the country while others - producing the same products - stay behind on a very different stage.

That fact causes a lot of problems for the vocational training for young people. There are in Germany more than 340 different trades a youngster may choose to be trained in and still when he requires a job after he has finished his training he can only make use of what he has learned to a certain extent. In many cases the industries offer an inservice training for a job which is not recognized as a trade for vocational training.

In general the training of an apprentice may take 3 to 4 years. During this time the apprentice shall receive a complete picture of his trade. The master is hold responsible for the practical training as well as for the growth and the development of the personality of the apprentice. For all young people under the age of 18 it is compulsory in our country to visit a vocational school for one or two days a week (8 to 16 hours a week).

Vocational training requires a tremendous amount of money and we are not sure whether this money is spent to the benefit of young people who are not able to make full use of what they have learned due to the rapid changes of vocational structure.

There is no differenciation in vocational training for men and women. Nearly all vocations are open for men and women as well. In fact there are special trades where women's work is preferred. For instance in the electro industry, in clothing manufacturing and in several other occupations where extremely fine and delicate work is required. Completely new jobs are developed specially for women which require high skill, very good eyes and ears and an enormous concentration. In general it is agreed to have equal payment for men and women but as the salaries and wages are settled by men these new and highly specialized jobs for women are in general underpaid. As much as we as social workers would like to see a mother stay at home with their family, especially when the children are small, as much we have to see the economical problems which would arise when the majority of married women goes out of employment. As far as my home city Berlin is concerned, 43 % of the openings require women's work. That causes a lot of problems which to some extent were already mentioned before.

Jobs for mothers working at home for wages have changed. The sewing machine is replaced by the typewriter. However, the vocational work a woman can do at home is limited

and wages are not always satisfying. Special problems arise for women who are doing piece work, or very monotoneous work. The negative influence on their health is obvious.

According to the European Charta it is forbidden in our country to employ women in heavy industry, in mining work etc. It is also forbidden to employ women in nightwork when they are paid by the hour. There are only openings in nightwork for women in professional work. However, some exceptions are made and the protection of the women is not fully recognized.

As far as further training is concerned there are equal chances for men and women. Training courses are offered by industries, by trade unions and by the labour department and also by the local folkhighschools. The use that is made of the offered training is not at all satisfying for several reasons: The worker is not always willing to take part in further education because his present wages are high and the job he might occupy after the additional training might not be paid much better.

The employer does very seldom guaranty paid and extra leave for further education.

In general people in higher positions make more use of continuing training than wage earners. There are more men taking part in additional training than women.

The working hours vary from 40 to 44 in our country. Each worker takes part in a compulsory health and retirement insurance and in general a three weeks vacation time is guaranteed for each worker or employee during the year.

Some large factories still have facilities for recreation and physical training like gyms, swimming pools and so on. But more and more these provisions are taken over by

private or public agencies outside of the factories.

In regard to the effect and the consequences of the rapid changes on vocational and professional work I could as well only touch on some of the problems and I hope that some more questions will be brought out to day in our discussions, for which I should like to draw your attention on the following items:

1. vocational training for young people, including the question of preparing young people for future employment during their basic school education
2. equal work and equal pay for men and women with special reference to new job developments in the field of women's work
3. further training for men and women in vocational and professional work.

Consequences of rapid economical and social changes to civilian life

In this very field we find a multiplicity of problems directly concerned to social workers.

I should like to draw your attention on two main questions:

1. The change of communication among people, Due to the fact that a great number of people moves from rural areas to urban areas people have to deal with problems of getting adapted to very different ways of life. Working conditions, food- and housekeeping conditions are rather different and the neighbors are not at all the same. In urban areas people live much closer together but they are more isolated and lonesome than they had ever been before. Even in cities where working conditions are sufficient the new-comers might not be happy. New housing areas, with the most comfortable apartments, well planned by city planners and architects

might not always meet the needs of the new inhabitants. In many countries we still miss the social worker as a member of the planning team, he mostly comes into the picture, when the damage has already been done.

2. In this connection it seems justified to consider briefly the question of security. Never before we had so many institutions insuring us practically against every risks of life. But no insurance company will be able to meet the basic human needs. The human being needs to feel part of the community, that gives him enough room for creative and productive work, he needs a community in which his children can grow in freedom and security, he needs a community which protects and respects his basic human rights.

INTRODUCTION TO DISCUSSION GROUPS:

HOW SOCIAL CHANGE MAY AFFECT HUMAN RIGHTS AND HOW SOCIAL
WORKERS MAY INFLUENCE SERVICES AND BE INFLUENCED BY THEM

British contribution to IFSW Symposium

by

ROBERT BESSEL

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One must beware of seeing change as a phenomenon only of present day society. All of the features of contemporary life have their origins in the past and many of the most intractable social problems have been long familiar. The drift to the south-east, rural depopulation, mainly in Wales and Scotland but also in England have been in process at least since the sixteenth century and the major social problems caused by industrial changes were as familiar a problem in the eighteenth century textile industry as they are to-day in coal mining.

Even so, there comes a point at which the pace of changes becomes so accelerated that it affects the quality of life and it is this situation which seems to distinguish the contemporary scene. A key measure is the spread of educational opportunity amongst all classes. This also has a long history, but in the past ten years, the number of University places has more than doubled, there is a similar explosion in the growth of other institutions of higher education and, if anything the shortage of places is even greater now than it was ten years ago. The same is true in technology. Contemporary achievements would obviously have been impossible without the preparatory work of earlier generations, but the pace of change is constantly increasing and more and more seems to become possible.

There is undoubtedly a connection between these developments and the ferment of change within society. Increased educational opportunities have been used not only to explore the physical world but also the nature of society and the increase in the size of the social science departments of the Universities has more than matched the increase in the natural sciences. Increased leisure, the motor-car, the mass media have emancipated all except the poorest members of society and so it is hardly surprising that change is the order of the day.

It is within the context of this inevitably arbitrary selection of long term trends that one must place the day to day events and then it is practically impossible to distinguish the significant from the transitory because of the observer's own involvement in society. At best one can say that the situation is utterly confused and no one can tell what the result will be except that there will be fundamental change of a degree usually associated with revolution or violent upheaval. Many of the signs are contradictory. Despite an apparently ever-worsening economic situation, the general level of personal prosperity seems as great as ever although there continues to be a sizeable minority of the population who suffer real hardship and the contrast between their plight and that of the richer majority is a very disturbing factor.

A comparatively new phenomenon, but one which is both widespread and intense is the mood of political disenchantment. There have recently been swings of opinion unparalleled this century, the real significance of which no one understands, with the equally confusing feature of the rise of important Nationalist parties in both Wales and Scotland, which cannot be simply explained in economic terms. The genesis of the political unrest in the short-run is derived from the left-wing protests of bodies such as the Campaign for Nuclear Disarmament, but even within a few years, the nature of the movement has developed and changed so much that it would be a wise man who could predict its future direction.

Effects on Social Policy

These developments are of great importance to the social worker, both because of the informal changes which are taking place in the society in which he works and the formal changes in social policy which are expressed in legislation and administrative action.

The aspect which has perhaps aroused most comment has been the increasing liberalisation of the laws regarding personal conduct, although it may be significant that this has gone on simultaneously with an enormous increase in detailed administrative and planning law which has had the effect of diminishing freedom of action. Homosexual conduct between consenting male adults in private is no longer an offence, abortions are much more easily obtained and the laws on censorship and divorce are currently under review, with the probability that there will be changes in the same direction.

All of this can be seen as a growing concern for individual freedom and the establishment of the Parliamentary Commissioner, usually referred to as the Ombudsman, is intended to protect the private citizen against an abuse of power by the central government administrators (see also section on Human Rights and Welfare State in Britain).

Until recently, there was a general belief that one of the consequences of these changes was an erosion of family life, but this view has been successfully challenged by some leading sociologists such as Ronald Fletcher and O.N. McGregor. Some of the statistics are revealing. The number of divorces continues to rise, although allowing for the increase in the total population and the relaxation in the divorce laws, the proportion is not markedly greater than before the Second World War. The number of illegitimate children continues to increase but as with divorce, there are many factors to be considered.

Effects on Social Services

For the social worker, what is significant is the emphasis on the prevention of breakdown of family life and this has had some quite unexpected results. The Children's Departments of the local authorities were established by the 1948 Children Act and set up a comprehensive provision for children unable to live with their own families. However, there was a common complaint that although large sums of money could be spent on providing for the child after he had been deprived of his family, in theory, nothing could be done to prevent the breakdown of family life. It was to remedy this state of affairs that Section 1 of the 1963 Children and Young Persons Act was passed which made prevention of family breakdown a responsibility of local authorities.

It is fairly certain that what the legislators had in mind was a general programme of supportive visiting and possibly some occasional help with bedding or other furniture. In fact this has happened and has created a lot of administrative difficulty, but more significantly, it has caused the local authorities, including the local legislators, the administrators and the social workers to examine all aspects of their work, to consider how they can best meet the needs of the local community.

It is now certain that one of the results will be a recasting of the structure and boundaries of the social work services, particularly those administered by the local authorities. A government committee under the chairmanship of Mr. Frederick Seebohm is currently considering this problem and its report is imminent, but even so a number of local authorities in England have initiated action of their own. In respect of Scotland, a Bill is already before Parliament to unite all the local authority welfare services and the probation service in unified Social Services Departments.

Effects on Family Life

From a different angle, traditional aspects of family life are being forced to accommodate the earlier maturity of young people so that there are currently proposals to reduce the age of majority to 18 years.

Some studies of community life have seemed to show a change in the nature of family life involving a contraction from the extended family to the nuclear family of parents and young children. The best known of these studies is that of Willmott and Young in Bethnal Green in the east of London.

The period since the end of the First World War has seen an enormous amount of housebuilding and this has inevitably caused social disruption but it is not plain if the changes in family life described by people like Willmott and Young are only associated with rebuilding programmes or if they are likely to be a permanent feature of society. Amongst other things, the greatly increased number of old people in society, because of advances in medicine will make some change in the pattern of family life inevitable.

New Towns

A major social experiment has been taking place in England during the past twenty years, the construction of a number of new towns built under the 1947 New Towns Act. Economically, they represent a massive investment and collectively they will eventually accommodate several million people.,

It is a misfortune that very little study has been made of the period of development but it is a commonplace that economic and architectural considerations have been given preference to social welfare. This deficiency is currently being remedied and Social Development Officers are being appointed, although only in Dawley is the Social Development Officer ranked equally with the other chief officers of the Development

Corporation.

Even so, the neighbourhood concept on which most of the new towns are based has aroused often fierce discussion about the meaning of community.

Community Work

This is in accord with developments in almost every branch of social work in which emphasis is currently on community aspects and this ties up with studies by the urban geographers, the social anthropologists, social psychologists and sociologists.

Psychiatric social workers, many of whom combine responsibility for patients suffering from mental illness in hospital with the support of ex-patients and their families in the community, have been interested in this field of work longer than most caseworkers.

In the wider field of social work, some of the Settlements established in the nineteenth century have taken the present interest in community work as an opportunity to re-think their role. One particularly topical area of work is in race relations with coloured immigrants. Toynbee Hall, the original Settlement in Whitechapel, London, probably has the leading role in this work.

Both the probation service and the child-care service have been concerned in involving the general public in their work. The probation officers have mainly taken action over their responsibility for the voluntary after-care of ex-prisoners and their families. Major organisations, such as the St. Leonard's Housing Association to provide residential accommodation, have been formed almost entirely as the result of voluntary effort and much more humbly, such services as baby-sitting to allow husband and wife a chance to go out together are operated on a

very informal basis. Much of this work has been pioneered by the Blackfriars Settlement in London. The most important idea from Blackfriars, which has been generally adopted throughout the country is a service of voluntary associates to work with the probation service to give a personal relationship to ex-prisoners. There are also prisoners' wives groups and specialist employment agencies.

Some of the local authority Children's Departments have met the challenge of the community by organising play groups and it is now usual for children's homes to seek to become part of the life of the community in which they are situated.

Social Action

Similar developments are taking place in every field of social work and without doubt they are related to the economic and political ferment which is now taking place, but perhaps the most immediate and direct result is in the field of social action. It has been a long-standing reproach to social workers and to caseworkers in particular that they have concentrated on helping their clients to adjust to society, ignoring their responsibility to change society to meet the needs of the individual. In districts of endemic distress such as parts of Notting Hill and other decaying urban centres, determined efforts are being made to raise the whole level of the community by helping people to know, to increase and to enforce their rights. The Community Workshop at Notting Hill and the Sparkbrook Association in Birmingham are examples of this work.

Organisation of Associations of Social Workers and Training

It is interesting that simultaneously with these developments in Social Policy, the Social Services and social administration, equally drastic changes are taking place in the organisation of the associations of social workers at a pace

which would have been inconceivable even ten years ago. It now seems probable that a (U.K.) National Association of Social Workers will be set up in 1969 as a fully unified body to replace most of the existing organisations of social workers at present working together in the Standing Conference of Organisations of Social Workers. Amongst the leaders of this movement have been the Medical Social Workers and the Psychiatric Social Workers who have, in the past had to safeguard their professional standards by very severely limiting entry to their own associations, but who are now ready to accept common standards of professional competence and eager to further the development of one profession - social work.

It is possible to discern a similar tendency in social work education, where many courses are stressing the generic characteristics of social work and the fundamental principles common to all fields of practice. It is interesting to note also that traditionally accepted concepts of casework are being modified by the new interest in group work, community development and co-operation with voluntary workers.

Postscript: Human Rights and the Welfare State in
Britain

Now that twenty years have elapsed since most of the laws which are usually considered to be the legislative basis of the Welfare State in Britain, came into force on 5th July 1948, it may be of interest for the commission to know how some social workers consider these Acts of Parliament have affected human rights.

It would probably be generally agreed the welfare state has been successful in ensuring minimum standards. Through the social security benefits, in part insurance and in part non-contributory, there is now hardly any primary poverty. Whatever misfortunes of illness and incapacity occur, a bare subsistence level is now available in Britain, and one should

not underestimate the extent of this achievement, although equally, there is still far too much secondary poverty, which unfortunately afflicts large numbers of young children and explains the need for pressure groups such as the Child Poverty Action Group. Similarly in education, facilities of a sort are available to all children between the ages of 5-15 years, but despite theoretical equality of opportunity, the child from the depressed area is at a considerable educational disadvantage compared with the child from the prosperous family.

The same is true in the field of health. The National Health Service, comprising hospital and specialist services and general practitioners, is the most expensive service provided by the welfare state; it has done a great deal to allay the fear of serious illness and to reduce what could otherwise be crippling financial liabilities. Here again, many surveys have shown that the standard of service available varies enormously from district to district and there is the continuing anomaly of the private pay sector alongside the supposedly comprehensive national scheme. This is true in insurance, in medicine and in education where the curiously named Public Schools continue to play a major role.

Attempts at reaching a true equality have so far proved quite ineffectual and some have had the contrary effect of increasing differences. In education, the impetus for comprehensive education was mainly egalitarian and yet by reducing the choice of schools available, there has been a discernible tendency to heighten the differences between districts of heavily populated urban areas and others.

Of particular concern to social workers is the immediate threat to human rights arising from the reduction of freedom of choice which seems inherent in the welfare state concept of universal provision. To provide basic services is so costly that there can be no question often of providing even a single alternative and to the extent that the decision about

which services will be available is in the hands of the state, this must increase its power at the expense of the individual citizen.

In practice, this means that the officials responsible for administering the social services have acquired great powers to interfere in the lives of the citizen who perforce has to use the services available and this is a very large percentage of the population. One of the frequent causes of complaint concerns the anonymity and arbitrary nature of such control and it was this dissatisfaction which led to the setting up of the Parliamentary Commissioner or Ombudsman, in 1967. However, his powers are so circumscribed that without a fundamental change it seems unlikely that this institution will be more than a palliative. At the least, a similar official empowered to keep under review the administration of each major local authority would be required before there could be confidence that human rights were not in serious danger of infringement through the administration of the welfare services.

A more effective move would be to inculcate a regard for human rights in the training of administrators and social workers. Particularly in the local authorities and increasingly in central government agencies, social workers are being given responsibility for administration and it is up to them to ensure that they and the longer established administrators should administer the social services in the interests of individuals and not for the convenience of the administrators. Because the immediate demands of administration are always likely to militate against the individual, it may well be necessary to consider legislating for the periodic re-education of welfare personnel, social workers in administrative positions and administrators.

REPORT FROM DENMARK

The Dilemma of Social Work in the Danish Welfare Services.

By Merete Posborg, Municipal Social Worker.

Under sect. 75 of the Danish Constitution the State is liable to assist any distressed citizen. This assistance is rendered through social legislation and other social services, and is most often not encumbered with sanctions. The person concerned retains his civil rights, there is no obligation to repay the money received, and the provisions of the law must in principle give the citizen the possibility to retain his personal liberty, his dignity and self-respect.

In order to fulfill this obligation, the whole social service system, including the services of social work, has gradually been extended in different ways to prevent social disastrous situations and to remedy and/or mitigate the consequences of such calamities for the benefit of the individual citizen and of society.

The scope of the services and supports is, however, in Denmark as in all other countries, limited by the fear of abuses, a fear which is manifest from the wording of the legislative rules and also in the administration of the services.

The fear of abuse of the social benefits and services has involved, in practice, that in many cases it is required, in order to obtain the benefits of the social apparatus, that the citizen concerned is subject to an inquiry into the whole economic and family situation. This procedure may often be contrary to the person's need and/or his wish for personal aid and to his claim for respect of his private life.

In this respect, the social worker will often hold a dual position. He is a public officer and accordingly bound to safeguard society against misuse, but he is also acting as the client's agent or adviser entrusted with the task of helping the individual in the best possible way in a contingency.

An intensive probe into the citizen's economic and social status may possibly result in a failure to respect adequately his personal integrity and his right to be secured fair treatment in a predicament. One of the consequences may be aggressiveness directed against the very person employed to render assistance. The social worker tries to keep up balance between his client and society, and constantly runs the risk of failing in his efforts. Sometimes he will be inclined to identify himself with the demands and norms of society. This attitude of the social worker may aggravate the problems of the applicant who often deviates from the standards of society.

It is the accepted object of social work in most countries to try to adapt the client to the prevailing conditions. Denmark is no exception to this rule. Social legislation does only in exceptional cases provide for social work based on the principle that social work should try to endeavour to adapt the external possibilities and the norms and demands of society to suit the citizens, and to make their scope and framework so extensive that deviations are reduced, possibly even eliminated.

No doubt the general feeling among Danish social workers is that the citizen's adaptation to the existing norms may be in conflict with the ideal objective of social work, i.e. by utilizing and co-ordinating the services available, and by obtaining knowledge of and insight into the human needs and ambitions to create the best possible conditions for the development of the individual person according to his abili-

ties and wishes, only limited by the interests of the public good.

If this goal is accepted, and if it is agreed that it is the obligation of the social worker to help the citizen, the question is whether the methods used by social work are in conformity with the aim stated above.

Part of social work consists in trying to solve the problems brought up by the client himself, and part in finding out the reasons for these problems.

The latter task may involve that the social workers are inclined - in more cases than necessary - to have the cause of the client's own wish or recognised need in this respect. By such a systematic dragging out of problems we may dig up things which never before have been felt or recognised as a problem by the client, and which he may not wish to have brought up.

This mode of treatment, the case-work method, may cause the social worker to disregard shortcomings in society and its laws which may be contributory to rendering life difficult for the client. By going in for such case-work on analytic lines, the social worker will not find it his duty to consider the above drawbacks, or to point them out. It becomes a fundamental attitude to accept that the client must conform to society and its norms however peculiar they may appear at times.

Thus it has to be taken into account that insufficient physical and economic resources and too restrictive and intolerant rules or norms together may create deviant behaviour, but as already said, it is difficult to define how far society is to be blamed. It is agreed that society should be protected against deviant persons, who often have little sense of realities and inadequate understanding of the demands of the community. Such deviant behaviour is regarded as symptom

of sickness if it has not been possible to adjust such persons to the norms of society.

Danish social legislation is progressive in the sense that, in principle, it is not based on an attitude of moral denouncement of the social deviant person. It rather aims at rehabilitation, and treatment of the deviant persons in the same way the doctor treats a patient.

However, by regarding the client as a sick person, we may be inclined to take for granted that something is wrong with the client, but not with the society. Criticism on the part of deviant groups of the terms offered by society is often converted to criticism of the deviant persons.

Thereby, the social worker - who has the main responsibility for the case-work method - faces the risk to appear to the client not as a helper or one giving treatment, but as the police officer of the welfare state who protects the citizens against the deviant persons of various forms, the criminal, the poor, the weak and the inefficient.

In view of the above statements and of the rapid development of and changes in society, the question may be asked whether the social worker should not continuously analyse his own attitude and realize his standpoint in regard to his work with the client. Should he not all the time ask himself whether the demands of society are appropriate, and whether it is always desirable to enforce adaptation to norms which the client, and sometimes also the social worker, find it difficult to accept. Isn't it so that a social worker who takes up a rigid attitude may retard a sound development rather than promote such, for instance, where he is confronted with inappropriate legislation.

The persons, who receive assistance through our social security system, are regarded as individuals. But when

"treated" by the social workers they are easily converted into "clients" or "patients". They are likely to run the risk of being treated as persons who are incapable to manage their own affairs. Also there may be less opportunity for them to retain their dignity, and their selfrespect may tend to diminish gradually as they are put through the "mill" of the security system.

This dilemma is typical of a society which has overcome the phase of development when recovering and rehabilitation is regarded to be solely the responsibility of the citizen. As society takes up a broader responsibility for the social rehabilitation and welfare of its citizens the conflict between support and respect, between control and integrity, between adjustment and reform inevitably appears. This is the dilemma of social work in a modern, progressive society.

The Danish social workers are beginning to realise this dilemma, and there is a growing tendency to admit that the social workers to a much greater extent than hitherto ought to discuss mutually their own position between the citizen and society, and externally take an active part in the discussions on the aims and provisions of Danish social policy. The Association of Danish Social Workers has intensified its efforts in this sphere, inter alia, by setting up a number of committees, e.g. for social training and for Danish social policy.

REPORT FROM FINLAND

Present special plans of social welfare in Finland.

The paper is prepared by a committee of the representatives of the Associations of Social Workers in Finland, chairman Miss Helmi Mäki.

Basic overall planning is more and more emphasized in our social policy. Thus the plans of social welfare services have an effect on the plans of reforming overall social and economic policies and depend on the latter. In case one branch of social welfare makes proposals for changes it has to take into account all the other branches. In this way the planning in our social welfare is presently in a stage of continuing process. If we study certain special plans, two main trends can be noted. First, efforts are being made to create by legislation an administrative overall organisation, which could better serve our constantly changing conditions. Second, efforts are being made to develop services which better than now would take into account the human being in practical social work.

Especially professional social workers and voluntary organisations of social welfare have known the shortcomings which have affected the plans of reform. These shortcomings have, however, only now been tackled. This is mainly due to two facts. The first one is that social welfare has been publicly criticized lately. In addition to this, our present political direction is willing to bring forward certain social shortcomings and to present proposals for improvements. As examples of the latter, are the committees appointed by the state, of which at least two are expected to affect particularly social welfare services. The first of these committees is the Programme Committee of Social Policy. It discusses the order of execution and plans of financing of the proposed social policy measures. Based on the suggestion of this

committee a family pension bill has been submitted to the parliament. It has been noted that in spite of the new employees' sickness and disability insurance laws and the general sickness insurance, the insurance security of families is still insufficient.

Another important committee is the Committee on Principles of Social Welfare. Public criticism has been directed especially to the insufficient judicial security of the client for ex. in such institutions as reform schools, work institutions, prisons and mental hospitals. The committee studies these shortcomings as well as the measures of force and the administrative deprivation of personal freedom which are often connected with the above shortcomings.

The organisational changes concern the state, districts and communes. On the state level, an important change has already taken place. On the 1st of July 1968 the Ministry of Social Welfare and Health started its functions. It has been planned that these two sectors should also be combined on other levels. The plans for the reform of the local administration of social welfare have not yet been finished but from the existing schemes a general tendency can clearly be noted: the field requires professional workers and, especially, the decisions regarding clients are all the more being transferred from laymen to professional social workers. The work of the decision makers of social welfare will also be made more effective. One example of this is that the former research bureau of the said ministry has been changed into a separate division and its task particularly is to do adapted research and make scientific studies which are related to practical work.

Social welfare services in Finland are very specialised and therefore plans are being made within every field and every institution. I have here the opportunity of mentioning only some general aspects. The idea of rehabilitation is a through-going principle. One of the central problems

of rehabilitation is the active searching of the rehabilitees, the development of rehabilitation diagnostic, the intensifying of the management and the control of the rehabilitation process and connecting of rehabilitation measures as flexibly as possible both to other social security measures and to the general services of the society. In the fields like child and alcoholics welfare a tendency can be noticed to join the open and institutional care to each other into a flexible combination. In the care of alcoholics a general more liberal tendency can be noticed, which is partly caused by the effective use of mass means of communication. Taking the families into account is again a very important practical factor in child welfare.

Several of the abovementioned efforts and proposals for changes will have an effect to the work of social workers: they will be able to implement better than before their own principles and methods. The professional responsibility of social workers has therefore been strengthened. The matter of training has become actual once more. In addition to basic training, advanced and on-the-job training are being discussed. The social workers of educational counselling centres are expecting a central institution which would direct their on-the-job training.

We already have a national professional organisation of social workers. Discussions are, however, being held mostly in special groups. For example the medical social workers have drawn for themselves an ethical code. International relations have also been a great asset in the interaction of social workers and have given a sense of proportionality to the problems of ones own country.

REPORT FROM GREECE

Manifestation and Consequences of Change in Greece and Impact of this Change upon the Daily Practice of Social Work.

By N. Lymnaiou, C. Misrahi, A. Amara

Introduction

The increasing tempo of socio-economic change is an undeniable and world-wide fact. This change has no absolute merit in itself, since it brings, to a given society, stability or instability, prosperity or recession, according to the manner in which it satisfies or does not satisfy the basic needs of man and respects its freedom and dignity. On account of the internal requirements of social work, the object of the International Federation of Social Workers Symposium (Helsinki, August 12-14, 1968) is to inquire into the role which social workers should assume to contribute to the identification of these needs and to find solutions able to influence institutional change in such a way that it respects human rights.

The definition of key-words, given by I.F.S.W. to avoid confusion, are:

- Change: Development touching today all countries, regardless of their economic, social or cultural levels, and manifesting itself through similar phenomena everywhere.
- Social Work: Professional activity of social workers, i.e. of persons whose qualification is guaranteed by specific training, and rules of ethic.
- Human Rights: As defined in the Universal Declaration of the United Nations.

Within the scope of this symposium and with the purpose of gathering data for a common study, the I.F.S.W. asked each National Association to submit a paper indicating the mani-

festation and consequences of change in their country, as well as the impact of this change upon the daily practice of social work.

The Greek National Association prepared this contribution on the basis of information gathered through:

1. discussions with groups of social workers, with considerable experience and from a variety of fields;
2. consultation with:
 - a) faculty members of Schools of Social Work,
 - b) the National Statistical Service,
 - c) the following research institutes:
 - 1 - Greek Productivity Center,
 - 2 - Center of Planning and Economic Research,
 - 3 - Athenian Institute of "Anthropos",
 - 4 - Center of Social Research.

A detailed bibliography of the references used is presented at the end of this paper.

Three members of the Board of the National Association undertook the development of this document:

1. Mrs Nafsica LYMNAIOU, President of the Board of the Greek National Association of Social Workers, Faculty member of the Y.W.C.A. School of Social Work.
2. Miss Cecil MISRAHI, Vice-president of the Board of the Greek National Association of Social Workers, Assistant Director of the Y.W.C.A. School of Social Work.
3. Mrs Anna AMERA, Member of the Board of the Greek National Association of Social Workers, Senior Social Worker, Athens Office of the United Nations High Commissioner for Refugees.

THE MANIFESTATION OF CHANGE

Greece, although an old country, has many of the characteristics and problems of the new, developing ones, as, in some ways, it is young: it was only in 1827 that, following a 400-year-long Turkish occupation and a revolution that lasted six years, it emerged again as an independent nation.

If one is to look back on these 141 years, between 1827 and today, the theme has been "movement" and "change". World, national and civil strives kept the country in a continuous turmoil, leaving scars, but also producing positive change. Greece's borders kept shifting, its area and population augmenting in the process. People continuously found themselves in the need to adjust to a variety of economic and social changes that survival demanded.

To better understand today's change forces and trends, in Greece, it would be useful to have a look at its economic profile, whose main features are agriculture, industry, tourism, commerce and the merchant marine.

I - Economic Life

Agriculture has always been and still is the main pillar of Greece's economy. It occupies, today, 50 % of the working force of the country and agriculture products represent 27 % of the gross national production and 3/4ths of all products exported. In the past 15 years there has been an increase of farming products and this can be attributed to both improvement of per acre production as well as increase of the cultivable area. The land productivity increased at a rate slightly higher than 3 % per year, while the cultivable area increase was at a rate of over 5 % a year. In cattle breeding the increase was higher, i.e. about 7 % in the production of "red" meat, 6 % of milk and 6 % of poultry meat. Even so, this is slow development resulting in low per capita income of the farmer as well as high degree of underemployment.

In the past 20 years, a conscious, systematic effort has been made to develop the country industrially. The difficulties encountered were many, ranging from lack of indigenous capital to lack of natural resources. Even so, the rate of increase in numbers of industrial units was about 11 % per year. This rate, although considerably higher than that of other European countries, has not brought industrialization to the desirable level, the level that would enable it to absorb the unemployed and underemployed. Today, factories occupy 19 % of the total working population, concentrating more on light industry, heavy industry being almost non-existent.

Another aspect of the economy, that raised hopes high, is the merchant marine. Since 1957 the increase in numbers of Greek-owned ships was spectacular leading Greece to the 3rd position, in the world, as a merchant marine force. Yet, only 4 % of the net national income does Greece owe to its merchant marine. As a result of its nature, the merchant marine contributes more to the international economy since transactions take place outside Greece, a sizeable percentage of the ships are under foreign flag and many companies, even under Greek flag, have their offices in other parts of the world, as well as their bank accounts. Yet, the merchant marine offers work to many of the Greek men and their employment as well as their remittances are of considerable importance for the Greek economy.

Trade is the favorite occupation of the Greek. When he emigrates, whether to the city of an overseas country, no matter what mountain or rural area he comes from, he dreams of opening up his own little shop, let it be a restaurant, a grocery store or a bakery. So commerce, or rather trade, occupies a big part of Greece's economic resources. But this aspect's contribution to development is negative. Money invested in trading may bring a high rate of profit to the individual investing but does not offer employment but to a few and does not utilize or develop many of the country's resources, in-

creasing production and bringing gains to all.

Tourism and its development show that the newest "tradeable item" Greeks have discovered is the Greek setting itself. Its archaeological wealth, its natural beauty, its hundreds of islands. It was only in 1953 that the tourist industry started evolving and, ever since, it has been increasing at a rapid rate. It is exactly this rate that sets the demand; more roads, more hotels, more services and, most of all, long term development plans, not only on the part of the government but also on the part of individuals.

II - Social Life

From this quick overview of the country's recent economic development it becomes evident that certain major changes have taken place. There is a considerable increase in production; as a matter of fact, in agriculture the increase is such that Greece reached the point of being self-sufficient in items basic to the nutrition of its people. There is better utilization of the existing natural and human resources and tapping of new ones. As a result of this Greece develops tourism, exploiting its assets in that area and develops its merchant marine to a considerable extent. Another change, following world trends, is Greece's move towards industrialization, in spite of the difficulties encountered. A consequence of production increase and of more profitable utilization of resources is the betterment of the per capita income of the Greek people and the improvement of standards of living.

In spite of all this progress, many are the problems that still remain and the changes that are necessary in order to overcome them. The main consequence of progress, but also of the need for further development, is mobility. In Greece there are many communities that exist in mountainous areas. Most of them were formed during the different foreign occupations of the country; an effort on the part of the Greeks to safeguard their freedom. Most of these communities cannot

anymore support their inhabitants and the people move. They move towards the plains. In the rural areas, underemployment still remains as one of the plagues; the land is not enough to satisfactorily occupy half the population of Greece and technological development only frees some more hands. People, as a result, seek employment elsewhere. Most come to the cities, contributing to the wave towards urbanization.

The majority of people coming to the cities are unskilled, with only primary school education, coming from agricultural areas. The jobs they seek, as a result, are either in construction - and the building "fever" that existed for a few years absorbed many of them - or in factories. But as it was mentioned already, although the rate of industrial development is rapid, it is not rapid enough to absorb all these itinerant workers. As a result, the tendency in the past few years was to seek employment outside Greece; in Western Europe, for temporary occupation, in overseas countries, like Canada and Australia, for permanent settlement.

The movement is not towards the outside only, though. Greeks have been emigrating for no less than 4000 years and large Greek communities were formed, through the centuries, in countries like Turkey, Russia, Egypt, Roumania, China. In most of these countries, although born there, the Greeks kept their nationality, never assimilating completely. Political developments and crises in all the above countries forced the Greeks, since they persisted being "foreigners", to leave and seek refuge elsewhere. They either went to countries that were receiving migrants, like the U.S. and Australia, or repatriated; and a very large number did the later. As in some of the countries they came from they were a subordinate element and in others a dominant one, fully participating and to a considerable extent influencing that country's economy, the attitudes and experiences they brought to Greece, vary, some being positive and constructive, others being negative.

As a result of mobility people are exposed to a va-

riety of ways of dealing with survival problems, a variety of cultural patterns. In Greece, even the people that never left the country are subject to this exposure, not only through relatives that travel, repatriates and refugees, but also through contact with the ever increasing number of tourists.

In addition to this exposure, for both the groups that emigrate and the ones that remain in Greece, there is an overpowering feeling of dependence on the "outside world". Capital, machinery, new and luring consumers' goods, all come from other Western countries, on the one hand, and on the other, one seeks jobs and better education, for instance, going beyond the borders of Greece.

CONSEQUENCES OF CHANGE-MANIFESTATIONS UPON FAMILY, PROFESSIONAL AND CIVIC LIFE

We spoke about industrialization, urbanization and emigration as phenomena characterizing Greece's present socio-economic life. We also mentioned the resulting exposure and the feeling of dependence. An inevitable consequence of the above is that work-methods, values, roles, institutions and customs are being altered, many of them being replaced by imported ones.

The process of change goes hand in hand with the acquisition of new knowledge. Change demands in this country bring, every day, more and more individuals face to face with this need and the importance of education. This country's governments have felt this importance and have, in both their short and long range plans, focussed their attention on this area, as have so many other countries in the world.

We mentioned "movement" as a main theme in Greece's recent reality. One dimension of "movement" is worth discussing, at this point, since it affects social institutions. The process of change has as inevitable result the breaking down of certain social and economic units, freeing hopefully in this

way the individuals to form new, better functioning entities. In business the small, individually owned or family owned shop is being displaced by the firm, the small workshop by the factory etc. In agriculture, where the old patterns are more solidified, there are many such reformation needs. To mention one example; 85 % of Greece's total cultivable area is divided among owners whose landholdings are no bigger than twelve acres, the average being nine acres. What is worse, these 9 to 12 acres are not in one piece, but are the sum of smaller fields, a few minutes to a few hours away from each other. Obviously, with this state of affairs, no large scale cultivation is possible, no extensive use of machinery. To remedy this, two measures are necessary; land redistribution and cooperative action. And here we come to an instance of resistance to change. So far, it was "my" field, "my" family. Now there is imperative need for new entities to be formed. The villagers have to stop seeing their immediate family interests as "all-important" and the whole community needs to participate in the decision of dividing and redistributing the land, share the consequences, work together, as well as with the agricultural experts of the area, towards the solution of problems and towards greater productivity and prosperity for all. These are not easy steps to take and although there is a law since 1914 encouraging the creation of cooperatives there are still many people that do not belong to them and there are "sub-cooperatives" in many communities, made-up of people that do not agree with the rest. Even if people are members, there is so little awareness yet of the meaning and the benefits of cooperative action. As one villager put it "we really unite only when we have a goal, of equal interest to all, but also tangible enough that we can see it; like the time we fought together to get a piece of land, that belonged to some monastery, to divide it amongst ourselves". All the same, there is evidence that people are becoming more and more aware of the common interests and the need for common efforts.

The "breaking-down" of old patterns and institutional

units and the awareness of new inter-dependencies affect significantly the family and professional roles.

In Greece survival is often impossible. Wars, famines, lack of resources, limited opportunities, need of continuous adaptation to changing conditions, stretch the individual's potential and resources to the limit. But where one bends, many don't; so, the Greek has learned that survival is secured through interdependencies of the "in-group"; that is one's family and friends. As a result, and as it has been mentioned already, there is close alliance of interests and these interests are more family-oriented than individual-oriented. The achievement and success of one individual is of value as to the degree that it contributes to the improvement of the whole family's socioeconomic status. The fact that Greece's economy depends, to a great extent, on remittances, that is money sent "to the family" by migrants or merchant marine workers, makes us realize how important the "in-group" and the family still are. Yet, even to that, some important changes are apparent.

As a result of mobility and the new demands, employment places on the individual, the family is moving from the "extended" to the "nuclear". The results of this shift, well known to other more industrialized countries, are beginning to appear in Greece, also; the lonely old people, the need for day-care-programs for the very young etc. In villages where people emigrate from, the adults between the age of 18 to 45 have left, leaving behind whole communities of children and aged, with all the self-evident problems, as well as role-changes, that arise.

In urban centers mostly, but also in agricultural areas, some changes of role are observed. The father is still the main provider but the ways in which he earns the family income are progressively more and more foreign to the, so far, prevailing patterns. As it has been mentioned, the Greek feels

more comfortable "dancing alone so he can jump as high as he wants", that is, when he is independent, when he runs his own shop or cultivates his own fields. Now, apart from the extended internal and mass external migration, an increasing number of Greeks find employment in factories and large enterprises. To function there one has to adapt to regimentation, teamwork, discipline and smooth relations with authority figures. This adjustment proves to be particularly strenuous.

Although men continue being the main providers, women are getting more and more active professionally. Statistics say that, today, one out of three working Greeks, two out of every seven employees of government or private organization and one out of every three of all professionals in both applied and theoretical fields, is a woman. This is a new development. Not so long ago women never ventured out of their family and household duties. Consequently, the new female role requirements put women under particular stress, especially since, according to the prevailing cultural patterns, the woman is still perceived as housewife primarily. Occupational obligations are added to the mother-wife-daughter obligations, often causing conflicts; also professional role requirements come in conflict with cultural feminine role "musts". These changes and conflicts, on the other hand, inevitably place change-demands on the role of the male.

With children, and especially adolescents, the role change is even more strenuous. Alien to the culture roles, widely and effectively advertised by radio, cinema, television, etc. contradict, often with the role accepted by the family. As a result, young people vascillate from one set of role demands to the other and they are faced with tremendously difficult adaptational tasks, all this in the midst of rapid socio-economic developments. ¹

¹ Most of the material of this section was taken from the work and publications for the Athenian Institute of "Anthropos". Please, see bibliography.

Concluding we can say that, Greek society is in continuous turmoil. There is increased mobility of the population, technological advances are being felt and there is a move towards industrialization. All the above place demands on the individual, in his professional and in his family role, where he tries to reconcile the old patterns and the new. In addition, basic needs of large numbers of people are not as yet satisfactorily met, in spite of the progress, this being due to the fact that there has not been a long enough period of stability. Consequently, there is great preoccupation with the future and increased preoccupation with "self". This, in its turn, leads to a decreased wish, on the part of individuals, to participate in planning and decision-making on the civic, government level. On the contrary people manifest a need for more direction and guidance.

THE IMPACT OF THE SOCIOECONOMIC CHANGES AND THEIR MANIFESTATION UPON THE DAILY PRACTICE OF SOCIAL WORK

In this section we will touch upon the new fields of activity, new means to be put into use in working with individuals and families, groups and communities, or in acting upon institutions, social reforms or legislation.

We cannot say that there are clear indications in the daily practice of social work in Greece of the impact of socio-economic changes and their manifestations. At least they cannot be definitely described and stated, as there has not been an organized and systematic study in the subject.

By observing, however, developments in the profession, within the last ten years, it can be suggested that both on the part of the public and on the part of the authorities there is an increasing awareness of social problems, of their changing nature and their relation to changes and developments in the life of the country. The following are some of these indications:

I - New fields of activity

1. Introduction of Social Welfare Programs initiated or implemented by Social Workers in:
 - a) Industries and Economic Enterprises.
 - b) In the National Institute of Social Security (IKA) covering 700,000 workers and employees directly insured and an equal, or even greater, number of their dependents.
 - c) In Welfare Programs that Government Services offer to their employees. Lately the Public Electrical Corporation hired twenty Social Workers for the Welfare Programs it offers to its employees.
2. Creation of new Agencies and Institutions to cover unmet or inadequately or insufficiently covered needs. E.G. Specialized Institutions for mentally handicapped children, Rehabilitation and Convalescent Centers, Old People's Institutions, Foundling Homes.
3. Introduction of the Program of Aid to the Blind, by the Ministry of Social Welfare, and enlarging of the criteria of the Aid to Dependent Children Program, of the Ministry of Social Welfare, covering all dependent children in the country, to include more categories of children and cover a greater variety of needs of children and their families.

II - Expansion of the groups of the population served by Social Workers.

Although the great bulk of the people served by Social Workers belong to low income groups, an increasingly greater number of persons belonging to different socio-economic groups are beginning to ask and make use of the services of agencies where social workers work. Mainly people of higher economic levels who come to Child Guidance Clinics and other Agencies for counselling.

While immediate material needs of the clients are met and the social workers' competence is growing and they offer services in a more organized and systematic way, clients themselves begin to demand now more assistance for interpersonal and family conflicts, and for the anxiety and instability created by new modes of life, and, somehow, in planning for their future, particularly their employment plans. This need is not explicitly expressed by clients but appears as a latent demand for different and additional services.

III - Changing emphasis in kinds or services offered by Welfare Agencies and Institutions through Social Workers.

1. In the treatment area. Shift of emphasis from material assistance - food and cloathing - to money allocations and/or counselling work. Social Workers are used to a great extent in applying programs that offer material assistance with little or no provision for doing counselling with in the application of the programs. Social Workers, however, are beginning to feel more and more the need for doing counselling work and ask for a change in the programs and additional knowledge, for themselves, that would enable them to offer this kind of service. New services and agencies are formed offering counselling work through casework and group work services. Lately a few Hospitals, Mental Hospitals, as well as Child Guidance Clinics, use social workers for group therapy programs.

In real counselling work, new concepts are being introduced, such as the impact of the social aspects in the creation individual and family problems - impact of social norms and values on individual and family life -, there is realization of the need not to see and treat the individual in a vacuum but as a member of his family and within the social group or system he belongs. Hence, there is a growing awareness of the need for

counselling work with whole families and for "milieu therapy".

2. In the prevention area. Although prevention is not seen yet by agencies and social workers as one of their main concerns, indirectly, by better organization of existing agencies, or introduction of new ones - Child Guidance Clinics, specialized institutions for physically and mentally handicapped persons, counselling agencies - prevention is practiced through early detection of deficiencies, maladjustment or asocial behaviour to an increasing degree.

At the same time both Settlement houses in the urban areas as well as Community Development Programs in the rural areas, are beginning to realize that their concern, up to now, with small unimaginative programs that could not meet even the expanding needs of the non-mobile population of the communities, should do something to cover this lag and at the same time help the ever expanding numbers of people moving from small villages to rural towns and to urban centers, in this transition and in adapting to new situations. They are beginning now to introduce Community Organization and Community Development as methods and to seek social workers to implement these programs.

3. In the area of development and improvement of standards of living, the numbers of Settlement Houses or Community Centers is increased, particularly in the urban areas. The Centers are beginning to hire group workers and to enlarge their programs to include greater numbers of the population and cover a wider range of the needs of the Community with a bigger variety of programs. A few are introducing Community Organization as a means of studying and knowing better the Community they serve, and help the Community mobilize itself and become more involved in its destiny and future development.

IV - Shift in emphasis of social work method

There is a growing realization that through casework alone the profession cannot meet the expanding demands for services and that work can be used effectively in the area of treatment as well as that of prevention. Also prevention and development and greater involvement of the client in his own destiny can best be achieved through casework but to a great extent through group work and Community Organization.

More agencies now are using group work and community organization services to supplement or replace casework services, and there is great demand for group workers and community organizers.

V - Shift in emphasis in the Social Work Process

Greater emphasis is given in the social work process as a result of the increasing awareness among social workers that social work practice should be based on a sound evaluation of the problem - individual, group, community - to be solved, and its causes, as well as of the available resources, inner and outer, for its solution, before any plan for meeting the problem can be made. At the same time it is being realized, more and more, that the social workers should be used as enablers in helping the client participate to the best of his abilities to the social work process, while fully acknowledging the competence and responsibility of the social worker as promoter and planner.

VI - Increasing awareness of the leading role the Profession should have in social matters.

Greek social workers are beginning to see that social work can and should be instrumental in affecting change, and begin to realize that to some extent this can be achieved when they will get into leading positions in the Services and in the Agencies and Institutions to affect change and

planning. They begin to realize also that the status of the profession should be improved so that it can be more influential in legislation and social reforms.

Already, in the drafting of the new law on Adoption, representatives of the profession participated in; the law now demands that all social studies for adoption be made by social workers.

Legislation about the profession has been another indication of the social workers' effort to influence matters in this line.

Slowly social workers are getting into administrative positions in various social institutions and, consequently, are beginning to influence their policy. A few are becoming members of Boards of Directors of Institutions.

VII - Changing emphasis in the Education of Social Workers

The Schools of Social Work are changing their curriculums also. In the past they were influenced by the western world tradition of years ago, giving emphasis on work with individuals and small groups and to methodology, and showing less concern about broader social issues and problems.

The course of some of them, however, are beginning to change. They include now courses in Administration, Community Development, Social Policy and Research, Economics, Law, etc. Consequently, their graduates are in a position to understand the implications of change and the wider social issues for Social Work, and are more prepared to undertake administrative positions and influence social policy, institutions and social reform.

RESUME DES DISCUSSIONS DU PREMIER GROUPE

Présidente: Etiennette Chouffier

Rapporteur: Anna-Maria Martius

Ingrid Gelinek

Points de discussion:

- I. Conséquences de la rapidité du changement économique et social sur la vie des familles, la vie professionnelle, la vie civique
- II. Situation actuelle du service social.
Le développement social comme domaine nouvelle du travail social.
- III. Contribution de la profession à la politique sociale.
Les différentes modes d'action de l'assistant social dans les groupes.

I. Nous avons commencé dans notre groupe par une présentation des participants montrant qu'il y avait une grande variété de domaines de travail. Il y avait des assistantes sociales qui ont une fonction d'administration ou sont conseillers techniques; d'autres s'occupant directement des clients et quelques unes sont attachées aux écoles. Ainsi plusieurs aspects du travail social étaient représentés dans notre groupe, ce qui est bien apparu dans la discussion.

Sans s'attarder aux questions particulières nous avons observé qu'un résultat très spécifique du changement social et économique est l'isolement de l'homme. Après une discussion vivante sur ce point nous sommes arrivés aux questions de planification. Plusieurs exemples ont été donnés qu'ont montré la nécessité de faire participer pratiquement les hommes qui doivent vivre dans une communauté. Il faut faire prendre conscience à ceux qui ont des responsabilités économiques que les fac-

teurs psychologiques ont aussi une influence importante sur l'économie. Il a été souligné qu'il n'est pas suffisant d'avoir une planification artificielle conçue uniquement par des techniciens.

On est arrivé à constater que la planification ne peut pas être efficace sans un changement profond dans notre conception de l'éducation. Il y a eu des réformes d'ordre éducatif dans les dernières années mais il faut du temps pour obtenir des résultats en ce domaine.

En relation avec les questions d'éducation le groupe, réfléchissant à la fonction de la famille dans ce domaine, est passé au rôle de la femme. Plusieurs exemples ont montré la complexité de cette question. D'une part, on garde l'idéal de la femme, mère de famille sans préparer les jeunes à leur future rôle. D'autre part, on ne réalise pas les difficultés des femmes restées seules (divorcées ou pas mariées) dont la plupart souffrent de l'isolement. Sans doute l'économie a besoin des femmes, donc, la formation professionnelle est une nécessité. Il reste qu'au plan social la femme a une fonction extrêmement importante comme éducatrice de ses enfants. Entre ces deux missions, souvent en contradiction, il faut trouver l'équilibre. En ce qui concerne ce problème, on a constaté qu'il y a une interdépendance entre le développement social et économique. On s'est demandé si on pourrait atteindre ce but en se référant à des valeurs humaines fondamentales. Les valeurs et les normes traditionnelles sont remises en cause en raison du rapide développement économique et sociale.

Une autre question s'en est suivie: L'homme peut-il indéfiniment s'adapter à un développement technique rapide? Ou l'accélération de ce développement ne dépassera-t-elle pas ses forces? Ne serait-elle pas une des causes de son isolement et de la peur existentielle? Pour finir on a souligné que les recherches doivent être intensifiées dans le domaine des sciences humaines en évitant de limiter ces recherches aux seules analyses de mécanismes. Les méthodes des sciences

exactes elles-mêmes ne peuvent pas donner une réponse aux questions fondamentales.

II. Suivant l'introduction de Mr Bessels on a examiné si les trois méthodes classiques du travail social n'incluent pas déjà la dimension du développement social. Il y avait des avis différents sur ce sujet. On a essayé de préciser le but de ces méthodes. Il ressort que nous sommes confrontés avec des problèmes nouveaux qui surgissent de la vie en société. Il ne suffit pas seulement de se rendre compte des besoins de l'homme pour trouver une solution à ces problèmes. Notre activité professionnelle a alors comme objet la société elle-même, même si c'est en conflit en certains cas avec des intérêts individuels. En conclusion, on est arrivé à la question: Est-il possible que notre profession fasse sienne cette quatrième dimension, c'est à dire qu'elle agisse sur le collective pour atteindre par la société les individus? Dans l'affirmative, un changement des principes du travail est indispensable.

En deuxième lieu on a repris la question du rôle des assistants sociaux dans le conflit entre la liberté de l'individu moderne et les restrictions imposées par les lois. De la discussion il est ressorti que les lois traditionnelles et modernes exigent un appareil bureaucratique et administratif énorme. Par conséquent il y a une quantité d'hommes, surtout nos clients, qui ne peuvent plus se servir de ces lois. On a souligné que la législation se fait pour l'homme mais pas avec l'homme. Dans le conflit entre la notion de la liberté et la législation l'assistant social a un rôle d'information, d'interprétation et de coordination. Plusieurs exemples ont été donné illustrant les possibilités professionnelles.

III. Dans la troisième partie de notre travail on a discuté les trois questions introduites par Mademoiselle Chouffier. Il y a eu accord sur l'obligation pour l'assistant social de faire connaître ses observations et sa connaissance des problèmes humains à partir de son travail quotidien. Pour réali-

ser ce tâche on a discuté des possibilités sur trois plans différents:

1. Chaque assistant doit se faire entendre personnellement dans son milieu de travail.
2. Les assistants sociaux peuvent jouer un rôle dans les groupements professionnels exposant d'une manière plus technique leurs idées.
3. Au plan plus élevé il peut rendre service comme expert dans le domaine social.

Pour pouvoir atteindre ces objectifs la groupe a observé qu'il ne faut pas se limiter au Casework. Plusieurs exemples des pays différents ont montré qu'une évolution se fait en ce sens les dernières années. Auparavant l'assistant social avait tendance à attendre qu'on lui demande son avis; à l'heure actuelle il se sent plus responsable d'informer l'opinion et les services. Un signe de ce changement est l'intérêt porté aux possibilités des moyens de communications. Actuellement les assistants sociaux n'ont pas la formation suffisante pour s'en servir. Les associations professionnelles pourraient avoir un rôle important dans ce domaine.

En ce qui concerne la deuxième question: La participation de l'assistant social à la préparation des solutions des problèmes sociaux on a discuté des différentes modes d'action dans les groupes. L'assistant social peut participer à une commission à la fois comme expert et pour sa propre information. Il peut encore comme d'autres techniciens aider certains groupes à mieux fonctionner en vue d'atteindre un résultat déterminé. Il intervient enfin dans une fonction de service social à proprement parler en aidant certains groupes ou leaders à clarifier leurs problèmes et rechercher ensemble comment répondre aux besoins de la communauté. Evidamment il est plus facile pour les assistants sociaux d'avoir une action sur la politique sociale au plan local qu'au plan plus élevé, où ils peuvent rarement influencer la décision. Ce fait introduit la

troisième question: Le service social doit-il revendiquer un pouvoir de décision en matière de politique social? Les avis sont partagés. Les uns pensent que le rôle du service social est aider le client à vivre en société ou encore d'apporter les observations qui contribueront à faire évoluer la législation. Les autres vont plus loin envisageant un rôle active dans la politique.

Le problème de fond se dégage ainsi: les professionnels qui par leur métier connaissent les problèmes sociaux doivent-ils considérer qu'il entre dans leur fonction, de prendre comme tels, des décisions politiques? On constate à ce sujet qu'il n'y a pas de représentation professionnelle dans les organismes législatifs. Il reste pour l'assistant social la possibilité de s'engager personnellement mais la plupart des membres de notre groupe estiment que cela poserait des conflits d'ordre éthique et psychologique pour l'assistant et le client. La question reste ouverte en raison notamment du changement accéléré constaté au début de la discussion du groupe.

REPORT OF THE DISCUSSION GROUP 2

Chairman: Nava Arad

Rapporteur: Pamela Jack

Merete Posborg

Subjects of discussion:

- I. Consequences of the rapid economical and social changes in family life, professional life and civilian life
- II. The present situation of social work: possibilities and restrictions of our professional work - external and internal restrictions in regard to social policy

I. In discussing the first subject, our group followed the guideline for discussion that was given to us in the introduction by Miss Rawiel.

We analyzed the problems and conflicts that are caused by the changes of family structure and family pattern, as a result of the changes from extended to nucleare families and from patriachal pattern to equal rights of both parents. This subject includes:

- a) The problem of the aged
- b) The problem of the working mother in her double role as housewife and employee
- c) The need to protect the unmarried mother and her child

a) The problems of the aged are in their present dimension a by-product of the rapid changes caused by urbanisation and industrialisation.

The ways in which social services try to cope with these problems vary from country to country. There are some

countries which are forced to pay much more attention to urgent problems of poverty than to special problems of the aged. However the group felt that in general not enough is done in that area, especially in regard to the physical and emotional needs of old age people as they might suffer under loneliness and lack of physical care after retirement.

We pointed out some solutions, which seem to us - from the experiences in various countries and from professional knowledge - as means to protect the human rights of the aged, as follows:

- a) every effort must be made to guaranty the aged population a decent home in the community in which they want to live.
- b) to provide various services for the aged in the community
- c) there is a need of revision of the social security system, taking into consideration possibilities of flexibility in regard to the age of retirement, due to the fact, that there are many old people - who are still able and willing to produce and contribute to their community.
- d) there is a need to find methods to secure human rights in regard to protect the life of each old person and helping him to become an integrated member of society.

b) We discussed quite thoroughly the problem of the working mother - and we all agreed, that one of the most important aspects is the ambivalent attitude of society in regard to look upon mothers working outside their homes. Many of the problems that the working mother has to face are due to the fact, that society disapproves the employment of the mothers. That leads to problems created by lack of legislation, assuring reduction of income taxes - taking into consideration the help the mother needs at home - opportunities for part-time jobs, lack of appropriate social services, including day nurseries and educational facilities for children.

We emphasized the following:

- a) the promotion of national economical and social welfare is relying on trained manpower in different roles, it creates a need for women to take part in the labour market.
- b) the work of the mother outside her home tend to be a stabilizing factor in family life, reducing tensions between parents and children.
- c) juvenile delinquency in general is not directly connected to the fact that the mother is working outside her home.

In order to protect the working and the unmarried mother there is a need for social legislation in various countries ensuring maternity benefits, payment for maternity leave, equality of salaries and of educational and vocational training.

There are still countries in which - in part of its population - the woman is still working in unsuitable work, including hard physical work in agriculture or industry. These women need the protection of society and of legislation in order to release them from that kind of work.

c) We also emphasized that unmarried mothers and their children should not be subject to discrimination. Equal rights for all children and all mothers are an unalterable requirement for all countries.

In concluding the discussion on subject one we all agreed on the following general idea: Social workers when advising on the methods appropriate to provide supporting services for their clients and for society as a whole - must realize the danger, that providing care in groups and categorizing them - may violate human rights in subjecting the self image of the individual to the group category, and in causing crisis of identity and denial of worth and dignity.

II. The present situation of social workers: possibilities and restrictions of the professional work in social policy - as far as internal and external restrictions are concerned.

In dealing with the above mentioned subject we followed the guide line given to us by Mr Bessell and Mme Benier. In summarizing our discussion we put emphasis on the question: Social work and social workers facing the political area. We all agreed that as a profession and as professionals one of our main commitments is to act as an agent of social change - and social welfare - and to ensure that social services will change according to the changing needs of society.

We agreed to some extent that the reason why we do not sufficiently fulfill this basic professional role may be true to our own self supported professional restriction.

We all realized that the last phase of decisions takes place in the political arena - where the decisions are made by politicians.

We put forward the question, how we can be active to assure social welfare legislation without being in conflict or violating our professional code of ethics.

The majority of the participants in our group agreed that:

- a) social workers must be in close contact with politicians, as members of the parliament or government etc. - in order to promote and influence social legislation and change.
- b) there are two basic ways of doing so:
 1. on the local, regional or national level - by national organizations - acting as a pressure group, that is able to secure views from all of our colleagues, including those who - according to the constitution of their insti-

tutions - are restricted in participating.

2. in being individually or as a group an active member in the respective political parties - raising there the problems of social welfare and working in close contact from within and with those who represent the party in the decision making procedures and various committees.

We realized in the group that such activities and actions create for some of our members more of a conflict than for others because - although they realize that activity in politics is of great importance - they are in a position, which brings them in conflict, if they will be identified as party - members, they might loose their opportunity to influence the other party. We agreed that some of us must assume direct activity within a certain political party - but can contribute through their national association.

Then we come to internal restrictions:

In order to be able to integrate basic human needs and to fulfill our inevitable role we need profound changes in our professional training and educations.

We all recognized the various fields of action that are open to students of social work - and the difficulties of selecting the appropriate students for the different roles.

We also agreed that there is an urgent need to re-evaluate

- a) the curriculum for primary social work education
- b) the time that is needed to work in the field before the student enters further professional education, on senior positions or supervisory or administrative basis.
- c) to provide opportunities for students in graduate training to specialize in one of the different fields of social work including the fields of social legislation, social policy and social administration.

We were impressed by the changes in the curriculum for the basic professional education in the Philippines which is suggested to the following models of intervention:

- a) the clinical model - the one to one relationship
- b) the intercessor-mediator model
- c) mobilizing the resources of the client system
- d) educating the elite politicians, administrators etc.
- e) the advocate model
- f) social criticism

We all agreed that while our educational system - and in order to fulfill our role - social work education must place greater emphasis on:

1. social sciences
2. administration and planning for development (economical, social and physical)
3. tools for quantitative analysis including cost benefits, analysis of the agencies
4. methods and processes of interdisciplinary communication and cooperation.

Views on future contribution to social politics:

The discussion on views on the future of our profession appeared very often in our suggestions, because we have to take leadership roles in social welfare and social action and we have to put much more attention to the explanation of professional self awareness of our uniqueness in the fields of social services and social planning.

REPORT OF THE DISCUSSION GROUP 3

Chairman: Robert Bessell

Reporteur: Mary Windsor

Introduction

We have kept our report short because we thought that most of the points would already have been made in the reports of the other groups. We were fortunate in having representation in Group 3 from Africa in the representative from Ethiopia from Asia in representatives from Argentina and Brazil as well as members from a number of European countries. In all we had seventeen members who were willing to discuss freely the problems and the difficulties presented by the subject matter of our symposium theme as related to our different national settings and cultures. We posed many questions to which we did not find the answers and there was so much interesting material that we could have used several more sessions than were in fact available to us.

First session

We decided in the first instance to discuss the keynote paper of Mlle Benier. We looked at the philosophy which underlies social work and recognised that there is in fact no one philosophy on which social work is based. We went on to consider how social work has moved on from the narrower concept of case work to the broader aspects of group and community work while recognising that we interpret these terms differently in different cultures. In particular, the principles of acceptance and self-determination are recognised but interpreted differently in different countries.

We agreed that we need to look carefully at social work education with its particular emphasis on casework at the

present time.

We moved on from the consideration of the philosophies underlying social work to a consideration of the objectives and aims of social work in particular, and recognised that we all had a common desire to effect a change for the better but this raised questions of values and how these were to be determined.

The objectives we set out were as follows:

1. To work within the conditions determined by legislation, leading to adjustment to and acceptance of the environment or
2. To work on the environment in order to improve conditions and therefore to raise the deprived members of the community to a better level.
3. To help people to help themselves.
4. To maximise opportunities for the individual and to work for equality of opportunity for every individual in our community.

We found these objectives and aims more manageable to consider within the broad cultural range of our group.

Second session

We started our discussion in this session with the need to accept the standards of cost benefit analysis and while recognising that we were reluctant to accept these harsh standards, we realised that they are necessary if we are to exert adequate political influence.

We then considered the various social work methods and the need for overall training, including casework, group-work and community work, to increase generic skills in order to make the fullest use of limited professional social work resources. We recognised the problems of a shortage of suitable

candidates offering themselves for training, of training placements and of inadequate government budgets for training. We posed the question as to whether the limited number of skilled social workers available should be used in a general supervisory role or intensively at a more local level. We questioned whether one social worker can undertake all the various forms of social work or whether we should think more in terms of teamwork because of the natural limitations of the individual social worker's skills. We felt also that we should look for new skills particularly in the developing countries, e.g. the concept of "Brazilian reality".

We ranged over the problems of training and found that differing values impinged on the concepts existing in different countries. The need to increase the sociological content of training as against the present emphasis on psychology was stressed.

We commented on the lack of understanding of our "masters" and the lack of knowledge of social administration and administrative techniques among the professional skills of the social worker and wondered how to influence the sponsors of social work who may lack a similar philosophy to our own. We must learn to be confident of the value of our contribution in order to convince other people of this. We also considered the relationship of the social worker to his lay committee and felt strongly that social workers should expect to have their decisions on professional practice accepted by these committees. For this purpose we need to learn to relate effectively to lay committees.

We discussed at some length the desirability of active participation in political matters and were divided as to whether we should be politically involved or remain neutral.

Western social workers must be aware of the paterna-

listic nature of oriental cultures and realise that if western standards are adhered to social workers in the orient would be attempting to change their cultural patterns. It is very hard for the orient to think in terms of the west and doubtful whether it is desirable to do so.

Finally, we stressed the need to maintain in equilibrium the first two objectives considered in our first session, of working within the current environment in which we find ourselves while at the same time attempting to influence environmental factors in order to obtain better conditions for those members who are living in deprived conditions, in order to help the individual with his current problems while at the same time working for appropriate changes.

Third session

In our third session we attempted to keep to the three questions posed by Mlle Chouffier but found that we had some difficulty in separating these in our discussion. Much of our discussion recapitulated our earlier thinking. We considered again the various aspects of training and of political involvement in particular relation to our varying cultures and we questioned whether, as a profession, we had yet reached any decisions as to our view of society, as distinct from party politics. We were comforted, however, to find that although we may vary politically and culturally we still, as professional social workers, understand each other without difficulty, have basically the same ideas and aspirations in our work and are confident that we are all attempting to make decisions and to work in a way which is in harmony with an international understanding of human rights.

C L O S I N G S E S S I O N

Address by: Nelson C. Jackson, U.S.A.

Resolution on Human Rights

Whereas, the International Federation of Social Workers represents a profession dedicated to the promotion of basic human rights as defined by the United Nations Charter and official declarations of that body, and;

Whereas, the I.F.S.W. at its world-wide meeting in Helsinki, Finland on August 11 took notice of the denial of human rights to many people in countries throughout the world, and;

Whereas, such denial of human rights has also been applied to professional social workers because of political, racial, ethnic, religious or other differences from that of the ruling government;

Now therefore be it resolved that:

1. The I.F.S.W. in its world-wide meeting in Helsinki urges its member associations to actively oppose all moves and practices which deny basic human rights to all people.
2. The I.F.S.W. calls upon all social workers as individuals to oppose all discrimination and denial of human rights based on political, racial, ethnic, religious or other differences.
3. The I.F.S.W. condemns the practices of discrimination on the bases of political, racial, ethnic, religious or other differences and will give support to any of its member organizations in efforts to end

such practices whether in the field of social welfare or in other basic human services.

To The Finnish Association

Whereas, the International Federation of Social Workers at the 1968 meeting of its Permanent Council and Symposium held in Helsinki, Finland has explored many areas of I.F.S.W. business and social welfare interest and concern, and;

Whereas, the tremendous success of its deliberations and the first symposium were noted and appreciated, and;

Whereas, the excellent physical arrangements provided, the hospitality offered and the friendliness of colleagues enjoyed, were basic ingredients to the success above noted, and;

Whereas, the graciousness, charm, beauty, wisdom, and energy of members of the Finnish Social Workers Association under the leadership of Miss Liisa Hakola were everywhere in evidence giving aid and support to I.F.S.W.;

Now therefore be it resolved that the officers and members of I.F.S.W. in attendance at Helsinki are better for this experience and wish to extend to Miss Hakola and the Finnish Committee the thanks of the Federation for this successful venture.

To Finnish Social Workers, by Miss Litsa Aleksandraki

Oltuamme paljon yhdessä lähdemme maastanne täynnä intoa ja rohkeutta, koska olemme nähneet mitä täällä on voitu tehdä uskon ja rakkauden avulla.

Se lämpö ja vieraanvaraisuus, jota olette osoittaneet meille, eri puolilta maailmaa tulleille työtovereille, on saanut meidät tuntemaan, että olemme kuin samaa perhettä. Kiitän teitä koko sydämestäni ja tulen aina muistamaan teitä rakkaudella.

To Miss Litsa Aleksandraki

'Αγαπητή μας Λίτσα: Εμεῖς οἱ κοινωνικοῦ λειτουργοῦ της Φινλανδίας εἶχαμε χαρά νά εἶμασταν μαζί σας στό πρότο Σημπόσιον του συνδέσμου μας. Χαιρόμαστε πολύ που σας γνωρίζαμε, Λίτσα, που ἔχετε πάντα κατανόησης εἰς τα προβλήματα της πανκοσμίου κοινωνικῆς λειτουργίας και δεῖχνετε ενδιαφέροντο προς την ἐξέλεξην της εργασίας μας και παρουσιάζοντας μέ ευχάριστη μορφή οἰκοινωνικοῦ λειτουργοῦ. Μέ αυτές τις σκέψεις σας εὐχαριστοῦμε και θέλομε νά σας δώσομε ἕνα δόρο που εἶναι σαν ἔνοση μεταξή τῆς Ελλάδος και Φινλανδίας γιατί εἶναι ἕνας καλυτεχνῆς φινλανδός που ἔχει κανεῖ αὐτό τό δόρο που το λένε "Πρωῖνά στην Αθῆνα".

Anja Sinisalo

Dear Mr Nelson,

We want to thank you for coming to Finland. You have a feature in your nature which has a special appeal to Finnish people: You look so very serious but at the same time you cultivate a wonderful sense of humor.

We know that you have much to do as Secretary-General of this Federation and we only hope that you will take good care of yourself so that you can stay a long time in this post. Therefore, we have selected a candle for you as a remembrance from Finland. We have a Finnish saying - "kynttilää ei saa polttaa molemmista päistä" - which means that if you want to burn the candle for a long time you should not light it from both ends.

On behalf of the Finnish Social Workers,

Helmi Mäki

The Finnish Organizing Committee

The International Committee of the Associations of
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Liisa Hakola, Chairman
Anja Sinisalo, Secretary
Alpo Heinonen, Treasurer

Gunvor Brettschneider
Irja Hillas
Guy Hindren
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Ulla-Brita Ruuskanen
Anna-Maija Tuhkanen

The member organizations of the International Committee of
the Associations of Social Workers:

Association of Directors of Child Welfare Institutions
Chairman Sirkka-Liisa Rauta-aho

Association of Directors of Old Age Homes
Chairman Hilda Kattelus

Association of Medical and Psychiatric Social Workers
Chairman Aino Hänninen

Associations of Certificatees of Social Welfare
Chairman Kalevi Vuohelainen

Association of Social Workers of the Swedish Language
Group, Chairman Gösta Svenfelt

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The League of Social Workers in Finland
Chairman Alpo Heinonen
Secretary Taru Ilmanen

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Helsinki, Finland, December 1968.

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