

1974

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INTERNATIONAL FEDERATION OF SOCIAL WORKERS
Minutes of the Permanent Council Meeting
Nairobi, Kenya, July 8-10, 1974

1. Rollcall

The President of the Federation, Miss Teresita Silva, welcomed delegates to the Council Meeting. She expressed appreciation of the efforts made by the Kenya Association of Social Workers, and the support received from the Friedrich-Ebert-Foundation, without which the Symposium would not have been possible.

A rollcall of countries present at the opening of the Council was then held in order to see if the required quorum - a third of all members - was present. In the rollcall, the following countries were recorded as present:

Australia, Belgium, Denmark, Germany, Greece, Hong Kong, Jamaica, Kenya, Netherlands, New Zealand, Norway, Philippines, South Africa, Sweden, Switzerland, Thailand, Uganda, United Kingdom, United States of America, Vietnam.

A quorum was declared to be present.

2. Introduction of Officers

The President introduced officers of the Federation to the Council, including the immediate Past President, Kaethe Rawiel; the Treasurer, Hugh Sanders; the Vice-President for Africa, Mrs. Martha Menya; the Vice-President for Latin America, Mrs. Icyline Seaton.

Apologies had been received from the Vice-President for Asia, Mr. Hui and the Vice-President for North America, Miss Mary Catherine Jennings.

3. Minutes

The minutes of the 1972 Council Meeting (previously circulated) were approved.

4. Agenda

The preliminary agenda and rules of order proposed for the meeting were approved.

5. Report of President

The President gave her report on the activities of the past two years (circulated to all delegates). She saw the establishment of a permanent secretariat in Switzerland and the regional office in Africa as the highlights of her term. The applications for membership from developing countries in Africa + Latin America were immensely encouraging. Regional activities had to be further developed since new member associations derive much support from associations with similar interests and needs. External sources of funds for these activities have been identified and regional proposals submitted.

Acceptance of the President's Report was proposed and seconded; the Report was unanimously adopted.

6. Report of Secretary-General

The Secretary-General introduced her report (circulated to all delegates). She emphasized the importance of strengthening regional activity and of securing the participation of all member associations. Financial situation had limited the development of the Federation, and this remained a major anxiety. She thought the Secretary-General might take more of a clearing house role if regional activities could be developed.

Acceptance of the Secretary-General's report was proposed and seconded. Her Report was unanimously adopted.

7. Reports of Regional Vice-Presidents

The report of the Vice-President for Africa was circulated to all delegates. Mrs. Martha Menya introduced it, and particularly emphasized the establishment of the Regional Office which had given a stimulus to development. The All-Africa Seminar of social workers had been a notable landmark, and from it several African countries would be seeking membership in IFSW.

Acceptance of the report was unanimous with thanks to Mrs. Menya for her efforts.

The report of the Vice-President for Asia, Mr. Y.F. Hui, was circulated to all delegates. In the absence of Mr. Hui, it was introduced by the President.

The report was unanimously accepted.

The report of the Vice-President for Latin America, Mrs. Icyline Seaton, was circulated to all delegates. Mrs. Seaton introduced her report, explaining some of her difficulties in making contact with Spanish speaking countries in the Region. A number of new member associations would be applying to join IFSW, mostly from the Caribbean Region. The possibility of the Caribbean countries linking with North America with which it had language + cultural links might merit further consideration.

The report of the Vice-President for Europe, Miss Etienne Chouffier, was circulated to all delegates. In Miss Chouffier's absence, her report was introduced by Mrs. Catherine Chuard. Acceptance of the report was unanimous.

The report of the Vice-President for North America, Miss Mary Catherine Jennings, had been sent but had failed to arrive. In her absence, Mr. Chauncey Alexander reported on the major areas of activity. In the U.S.A., the NASW had been involved in lobbying activities related to the cut back in spending on social services. Contacts had been established with the Canadian Association, and a staff member of NASW had visited Mexico for discussions with the social worker groups there. The Texas Chapter of NASW had been involved with Mexican social workers in a joint multi-cultural seminar.

Acceptance of this report was unanimous.

8. Treasurer's Report

The report, balance sheet and auditor's report were circulated to all delegates. In introducing the report, Hugh Sanders referred to the problem of non-payment of subscriptions. The proposed budget for 1975/1976 was the minimum feasible, but could not be met from subscription income at its present level. The basis of calculating subscriptions might also need review.

He also explained the loss of some of the Jane Hoey bequest as a result of dollar devaluation. The money was now safely invested in Switzerland.

It was moved and seconded that the balance sheet and auditors report be accepted. Acceptance of both, balance sheet and report, was unanimous.

The President expressed her gratitude to the two auditors for their assistance and continued willingness to act as auditors for the next 2 years period.

9. Discussion of Vice-President's Reports

Many issues were raised during this session about the Vice-Presidents' Reports and the projected IFSW work programme.

The basis of Belgian representation was clarified. The former member association in Belgium had split into two groups - one French speaking, one Flemish speaking. Now a National Organization of professional groups had been formed. Although this was linked to the Belgian National Committee of Social Service, represented on ICSW, it was not the entire committee but merely the professional social worker group.

Funding regional activities was a major concern. Support from the Friedrich-Ebert-Foundation and the Konrad-Adenauer-Foundation (both German foundations) had been offered and further projects were under consideration. Any such developments needed to move towards being self-financing within a limited number of years.

There was a real need to coordinate activities between Regional Vice-Presidents and the Secretariat of IFSW, and to resolve the major problem of disseminating information from and to members. It was recognized that many members of national associations were not acquainted nor interested in IFSW, and therefore it is vital to find a way for each association to disseminate information about international activities, to fire their enthusiasm. The U.K. were producing an information booklet for their members on all aspects of international social work; a demonstration of IFSW's concern with poverty and inequality would help; a possible link between national associations in a developing and a developed country was considered. All these suggestions might be borne in mind.

The need to differentiate the roles of national associations, the Regions and central IFSW was stressed by the USA. Four main themes were identified from the discussion: the need for IFSW to work as a representative of social work at an international level, to disseminate information, to act as a channel in ensuring that funds go to priority groups and to strengthen Regional and National associations.

It was proposed that adoption of the IFSW work programme be deferred until after the different Regional Planning Meetings. This proposal was carried.

10. Discussion of Treasurer's Report

The Treasurer pointed out that the projected deficit was 50.000 Swiss Francs. The expenditure had been cut to the minimum. It was wrong to trade on the goodwill of Catherine Chuard, who had not spent all the money due to her. Some money had been set aside for Vice-Presidents to assist them to develop regional activities.

The non-payment of subscriptions was then discussed. Some members - Argentina, Chile, Colombia, Ecuador, India, Italy, Mexico, Japan - had never paid, and only a few paid regularly the full sum due. The situation with every other country in default could not continue indefinitely. The basis of contributions was questioned by Germany, which was required to pay three times as much as if the fee was based on a per capita membership. The USA stressed the need for effective IFSW programmes if more money was to be sought from national associations.

The Netherlands moved that approval of the budget be deferred until after the constitution had been discussed, and the work programme agreed. This was passed without opposition.

Use of the Jane Hoey Funds for regional activities was then discussed. There was general agreement that the funds should be used if no other source of finance was available, but as consideration of the budget had been deferred, no formal motion was made.

A revised timetable was approved by the meeting for the following day. The meeting was adjourned at 6.20 p.m.

11. Constitution

The proposed revised constitution was introduced by Kaethe Rawiel. She explained the work undertaken by the Greek and U.S.A. National Associations in the preliminary drafts. Unfortunately, the comments from other National Associations had not been received in time to be incorporated in the final draft, but could usefully serve as a basis for discussion. It was agreed to proceed through the articles of the proposed constitution.

Article 1: Moved that the sentence "The Office of the Secretary-General is at" be deleted.

Approved unanimously.

Article 2: Moved that paragraph 3 be amended to read "to support National Associations in promoting the participation of social workers in social planning and the formulation of social policies, nationally and internationally."

In favor 17, opposed 1, abstention nil.

Moved that paragraph 5 be amended to read "to assist in the carrying out of social planning, social action and welfare programs sponsored by such organizations"

In favor 17, opposed nil, abstentions 3

Moved that paragraph 6 be amended to read "a non-profit making organization"

In favor 10, opposed 4, abstentions 3.

Article 3: Moved that the words "physical persons" be replaced by the word "individuals".

In favor 20 - opposed nil, abstentions nil.

Article 4: Moved that a sentence "each member association of a coordinating body must observe this constitution" be inserted:

In favor 23, opposed nil, abstentions 1.

Moved that paragraphs 5 and 6 be deleted, and that the words "a member association may be suspended or expelled for cause by the General Meeting after having been given reasonable opportunity for explanation or defence" be substituted.

In favor 17, opposed 2 abstentions 2.

Moved that the words "neither an expelled member association nor a suspended member association during the period of suspension has any claim against the property of the Federation" be added.

In favor 19, opposed nil, abstentions nil.

Moved that the words "such suspension or expulsion shall require a three quarters majority of the member associations present and voting"

In favor 21, opposed nil, abstentions nil.

Moved that words "A suspended member association which is not reinstated after four years is automatically expelled" be added to paragraph 7.

In favor 5, opposed 12, abstentions 2.

Moved that paragraph 7 be amended to provide "a suspended member association can be reinstated when the reasons for suspension no longer exist....."

In favor 21, opposed nil, abstentions nil.

Article 5: Moved that the words "National Associations" and "Secretariat" be deleted from the list of organs.

In favor 18, opposed nil, abstentions nil.

Moved that the word "association" replace "organization" throughout the constitution.

In favor 18, opposed nil, abstentions 2.

Article 7: (Now article 6)

Moved that paragraph 4 be amended to read "The General Meeting decides It shall approve the biennial budget and adopt the audited accounts."

In favor 20, opposed nil, abstentions nil.

Moved that in paragraph 5 the word "accepted" be replaced by "admitted".

In favor 19, opposed nil, abstentions 1.

Moved that the words "of the Executive Committee" be deleted from Paragraph 7.

In favor 21, opposed nil, abstentions nil.

Moved that the sentences in paragraph 7 from "The member organization shall vote provided ...to...but shall not be allowed to vote" be deleted, the last sentence amended to read "The resolutions except where otherwise specified must be made by the simple majority of the member associations present and voting at the General Meeting".

In favor 18, opposed nil, abstentions nil.

Article 8: (Now 7)

Moved that the member elected as officer should not have a total period of service in excess of 10 years to replace in "8" years.

In favor 3, opposed 15, abstentions nil.

Moved that the term of office shall be 4 years to replace "2" years.

In favor 4, opposed 14, abstentions nil.

Moved that the last sentence in paragraph 3 "At each election at least six members of the Executive Committee shall be changed, including at least one officer" be deleted.

In favor 13, opposed 2, abstentions 3.

Moved that a sentence be included in paragraph 11 "Provision for receipt of postal ballots should be indicated in the by-laws"

In favor 19, opposed nil, abstentions nil.

Moved that "The President of the National Association in the country of the seat of the Federation shall sign on behalf of the Federation with the approval of the Executive Committee".

In favor 4, opposed 11, abstentions 3.

Moved that paragraph 11 be amended to provide "In the case of the elections where there is a tie this shall be decided by drawing lots".

In favor 17, opposed nil, abstentions nil.

Moved that the article as amended be approved.

In favor 19, opposed nil, abstentions 1.

Article 9: (Now 8)

Moved that a new clause be added to paragraph 2 to read "The Secretary-General is responsible for the management of the IFSW within the policies of the Federation. The Secretary-General is responsible for staff selection, direction and retention.

In favor 5, opposed 7, abstentions 6.

Moved that the article as presented be approved.

In favor 18, opposed nil, abstentions nil.

Moved that Article 9 (formerly 8) as approved be deleted, and transferred to the end of article 8 (formerly 7).

In favor 18, opposed nil, abstentions nil.

Article 10: (now 8)

Moved that the first sentence read "The General Meeting shall appoint independent auditors."

In favor 15, opposed 1, abstentions 2.

Article 11: (now 9)

Moved that the article be approved as presented.

In favor 19, opposed nil, abstentions nil.

Article 4:

Moved that an additional paragraph be added to Article 4 "A national association or coordinating body may be admitted on a provisional basis if for any reason they fail to meet the full requirements of membership. Such provisional membership shall be limited to a period of four years. At the expiration of four years unless admitted to full membership such provisional membership shall cease."

In favor 18, opposed nil, abstentions nil.

Article 12:

Moved that the article be amended to read "The General Meeting may decide the dissolution of the Federation. A decision to dissolve the Federation shall require a three quarters majority of the Member Associations present and voting. The meeting so deciding on dissolution shall decide on the disposal of the Federation's funds and assets."

In favor 17, opposed nil, abstentions nil.

Article 13: (now 11)

Moved that the article as presented be approved.

In favor 17, opposed nil, abstentions nil.

Article 7:

Moved that to paragraph 6 be added "The Executive Committee shall prepare by-laws, and such amendments as may seem necessary for approval at the General Meeting."

In favor 21, opposed nil, abstentions nil.

An attempt by the Vietnamese delegation to amend article 2, paragraph 5 was ruled out of order by the President.

The Constitution as amended was then put to the meeting.

In favor 22, opposed nil, abstentions nil.

12. Applications for membership

The Executive Committee reported that applications had been received from the following countries to join IFSW:

Africa Region: Egypt, Ethiopia, Ghana, Madagascar, Mauritius, Senegal, Sierra Leone, Sudan.

Latin America Region: Barbados, Dominica, [REDACTED], Surinam, Venezuela.

Asia Region: Malaysia

All the applications had been scrutinized and approved by the Executive Committee. It was proposed that they be accepted en bloc.

In favor 20 - opposed nil - abstentions nil.

13. South Africa

The Treasurer on behalf of the Executive Committee introduced a motion "that the Permanent Council being satisfied that the South African Associations of Social Workers having fulfilled the requirements laid down by the Council Meeting in the Netherlands to amend the proposed constitution for the Coordinating Agency now confirm the Coordinating Agency of Professional Associations of Social Workers in South Africa as a provisional member, and resolve that the question of continued membership be reviewed each year in the light of satisfactory evidence indicating implementation of the constitution."

On a point of order it was pointed out that the agenda called for a report on South Africa, and it was proposed that the report be discussed before the Executive Committee motion was considered.

In favor 20 - opposed 1 - abstentions 1.

Harry Makubire reported on the constitutional changes made since 1972 but pointed out open meetings had, by virtue of distance, to be regional rather than national in character. Dr. Heydorn explained her role as Honorary Secretary to lends some continuity although the Chairmanship rotated on a racial basis each year.

Miss Oliphant of the Coloured Social Workers Association reported that her association was intending to change its constitution to admit members of all races. She felt that if the Coordinating Agency were expelled, these developments might be stifled at birth.

Mr. Michael Rantho, Chairman of the Coordinating Agency, said that black social workers were anxious to maintain links with the outside through IFSW.

The United Kingdom delegates explained the discussion on South Africa in their association as a result of which they were mandated to vote for expulsion. They saw no way in which the values of social work as stated in the IFSW constitution could be upheld in the political situation prevailing in South Africa.

There was general agreement that the common concern of all present was how best to help our South African colleagues.

A resolution was proposed that "the Executive Committee's report on South Africa be not accepted at this time, and that a further report be prepared for presentation at the 1976 Council Meeting".

In favor 3, opposed 21, abstentions 2.

The resolution of the Executive Committee as mentioned before was then put.

In favor 21, opposed 2, abstentions 2.

14. Rhodesia

Mrs. Catherine Chuard, Secretary-General, reported that entry restrictions had made it impossible for the Rhodesian Association to be represented. It had a white chairman, black vice-chairman and was equally composed of European and African social workers (26 black, 1 coloured and 22 white social workers at present. It was committed to a multi-racial association.

The report was received and the hope expressed, Rhodesian colleagues might attend the 1976 P.C. meeting to give more detailed information regarding the social worker's situation in this country.

15. Appointment of Secretary-General

The appointment of Mrs. Catherine Chuard as Secretary-General was confirmed by acclamation.

16. IFSW Cooperation with other International Bodies

Reports were circulated to delegates from IFSW representatives attached to UNICEF, UNESCO and UN. 1975 was to be the Year of Women, and it was urged that member associations might report back on discrimination against women in their respective countries.

17. Participation in IASSW and ICSW Conferences

Dr. Heinrich Schiller had represented the Federation at the IASSW Conference. His written report will be appended to these minutes.

The President, Secretary-General and other colleagues would represent the Federation at a Joint Meeting to be held at the ICSW Conference to report on the highlights of the Symposium.

It was proposed that the Council adjourn for consideration of regional programmes for one hour, and receive a report back between 7 p.m. and 8 p.m.

In favor 18, opposed nil, abstentions 1.

18. Reports on Regional Programmes

Asia Region reported that they intended to adopt the IFSW work programme for 1974/76 as their basis for a regional programme. It was hoped additionally to draw up a model constitution for prospective new member associations, to examine licensing and

registration procedures in each country, to seek funds from within the Region with the Vice-President taking responsibility for seeing that membership subscriptions were paid.

Africa Region had agreed to the formation of an Association of African Social Workers, which would be separate from IFSW at the moment. The IFSW Work Programme had been referred to the Executive Committee of the Region for further consideration.

Europe Region reported that a further meeting of the 9 EEC countries was to be held the following day. There was a desire to develop closer links, both with the EEC and the Council of Europe. It was hoped to hold a Regional Meeting in 1975 possibly on the topic of migrant workers.

Latin America Region reported that the IFSW work programme had been adopted despite doubts about the feasibility of a quarterly newsletter. A regional meeting was high priority in order to draw in member associations formerly active. Programme planning had to be based on existing needs.

North America Region felt that tasks should be defined for IFSW, for the Regional Vice-Presidents and for National Associations. The IFSW work programme should include policy statements on key social issues, and the responsibility for a biennial programme plan for the Region. The Vice-Presidents should follow up policy statements of National Associations, maintain accurate records of officers in the member associations and plan a Regional Seminar in the year no Council Meeting was held. Member associations should take responsibility for promoting information about IFSW in their national newsletters.

It was moved that the regional reports be accepted.

In favor 28 - opposed nil, abstentions nil.

The meeting was adjourned at 8 p.m.

19. IFSW Work Programme

It was moved that "the IFSW Work Programme for 1974/76 with the additions proposed by regions as a flexible guideline be accepted."

In favor 21, opposed nil, abstentions nil.

20. Budget

Mr. Hugh Sanders, Treasurer, pointed out the urgency of funding the planned activities. Regions had a vital role to play in relieving pressure on the Central Secretariat. There was general anxiety about the non-payment of dues, in part caused by exchange restrictions and in part by the poverty of national associations. The size of the projected deficit caused great concern. The USA stated that NASW had to sell the concept of IFSW membership to its own members if it was to increase its financial contribution.

Moved that "the 2 year budget 1974/76 be approved as presented".

In favor 23, opposed nil, abstentions 6.

Membership fees were then discussed. The Treasurer explained the computation of the UN formula, and the alternative method of a per capita fee for each member. The present system was unfair - for instance to Germany, which paid 9.000 Sfr. under the UN formula but would pay only 3.500 Sfr. on a 1.-Sfr. capitation fee. It was regretted that detailed information about any change in the basis of finance was not available - the capitation fee might now need to be 1.50 Sfr. to allow for inflation.

Moved that "The Executive Committee should make every effort to collect dues from members, and that dues should be based on the UN formula or 1.50 Sfr. for each full and paying member whichever is less".

In favor 17, opposed 2, abstentions 5.

The use of the Jane Hoey Funds to support the Vice-Presidents was then discussed.

Moved "the financial support for Vice-Presidents not be drawn from Jane Hoey Funds unless no other funds can be secured for the purpose".

In favor 22, opposed nil, abstentions nil.

Moved "the Executive Committee continue to be given authority to invest the Jane Hoey Funds at the highest rate of interest".

In favor 26, opposed nil, abstentions nil.

23. Report of Nominating Committee

Miss Mary Windsor, U.K. reported on behalf of the Nominating Committee, and paid tribute to Josefina Pineda, Philippines, the Chairman of the Committee who was unable to be present. She explained the voting procedure, emphasizing that nominations from the floor must have the approval of the national associations as well as the person concerned.

Three tellers were nominated and agreed: Mr. Noel Runciman, New Zealand, Mr. Philip Ado, Ghana, Miss Ingrid Gunnas, Sweden.

Where candidates' biographical details had not been circulated, they were invited to supply brief information.

24. Elections

Unopposed

President	- Miss Teresita L. Silva Philippines	BY ACCLAMATION
Vice-President for Africa	- Mrs. Martha Menya Kenya	BY ACCLAMATION
Vice-President for Latin America	- Mrs. Icyline Seaton Jamaica	BY ACCLAMATION
Vice-President for North America	- Miss Mary-Catherine Jennings, U.S.A.	BY ACCLAMATION

Vice-President for Asia	- Mr. Sayom Ratanawichit Thailand	15 <u>ELECTED</u>
	- Mr. James Ch'ien Hong Kong	14 <u>NOT ELECTED</u>
	- Mr. Boo, Chung Ha Korea	1 <u>NOT ELECTED</u>
Vice-President for Europe	- Mr. Gerhard Mensinga Netherlands	20 <u>ELECTED</u>
	- Mr. Øyvind Tutvedt Norway	10 <u>NOT ELECTED</u>
Treasurer	- Mr. Chauncey Alexander U.S.A.	20 <u>ELECTED</u>
	- Mrs. Merete Posborg Denmark	10 <u>NOT ELECTED</u>
Executive Committee	- Mr. James M. Ch'ien Hong Kong	31 <u>ELECTED</u>
	- Mr. Heinrich Schiller Germany	31 <u>ELECTED*</u>
	- Mr. Gerard Ssenkoloto Uganda	30 <u>ELECTED*</u>
	- Mrs. Anta Toure Senegal	27 <u>ELECTED</u>
	- Miss Helen Perrotti Greece	27 <u>ELECTED*</u>
	- Mr. Lorenzo Traylor U.S.A.	27 <u>ELECTED</u>
	- Mr. Øyvind Tutvedt Norway	26 <u>ELECTED*</u>
	- Mr. Raymonde Hontoir Belgium	25 <u>ELECTED</u>
	- Mr. Peter Renkin Australia	21 <u>ELECTED</u>
	- Mrs. P.C. Sushama Malaysia	20 <u>ELECTED</u>
	- Mrs. Aquila Kiani, Dr. Pakistan	18 <u>NOT ELECTED</u>
	- Mrs. Merete Posborg Denmark	13 <u>NOT ELECTED</u>

* re-elections

23. Election of Nominating Committee for 1976

Unopposed

Asia - Miss Monica M.H. Yu
Hong Kong

Latin America - Mrs. Anna Bunschoten
Surinam

North America - Mr. Benjamin Finley
U.S.A.

ELECTED EN BLOC

Europe - Miss Lene Høgh
Denmark

Africa - Mr. Philip Ayisi Addo
Ghana

26 ELECTED

- Mr. A. Kamal, Dr.
Egypt

2 NOT ELECTED

24. Venue of Permanent Council for 1976

It was reported that Miss Jennings had written to say that she hoped Mexico would host the IFSW Symposium in 1976. This would strengthen ties with Latin America.

Moved "that the plan to hold the IFSW Symposium ^{in Mexico} in 1976 be approved".

This was approved unanimously.

25. EEC Liaison Committee

Miss Chouffier informed the Council of the formation of a Liaison Committee by the 9 countries who are members of the EEC. This was welcomed by the Council, which gave the Liaison Committee its promise of help and support.

26. Acknowledgements

The President and Secretary-General thanked the retiring Officers and Members of the Council for their long and loyal service to the Federation. The President thanked various individuals - Miss Windsor, Mrs. Posborg, Miss Jean-Richard, Mrs. Haeusler and Mr. Bamford for their extremely hard work which enabled the Council Meeting to take place so smoothly.

Mr. Hugh Sanders to general acclamation thanked the President for the excellent way she had presided over the Council business, and for her untiring efforts on behalf of the Federation.

The meeting was declared closed at 2.15 p.m.

July 31, 1974

(Mrs.) C. Chuard,
Secretary-General, IFSW

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I. F. S. W.
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INTERNATIONAL FEDERATION OF SOCIAL WORKERS

PRESIDENT'S REPORT

Permanent Council Meeting

July 8-10, 1974, Nairobi, Kenya

We welcome our members to our 1974 Permanent Council Meeting and Symposium. We meet for the first time in Africa with a most significant theme - "The Changing Role of Social Workers in a Changing Society." The last two years have been characterized by efforts and attempts toward development and change within IFSW itself. For your officers and most of the members of the Executive Committee, these first two years have provided new experience in the difficult task of developing IFSW into an operating and working organization.

The experience of the last two years have shown that much still needs to be done to mobilize the internal resources within IFSW as well as the external resources, if we are to become a truly viable organization. In order to achieve this effectively, the active interest, participation and support of member associations is a necessary factor, without which external resources would be difficult to mobilize.

On the other hand, we have seen the urgency of the need to continue to decentralize our operations and establish our regional offices so that our vice-presidents can effectively function to promote closer working relationships among our member associations in each region, and to initiate regional joint activities and projects.

Our relationships with external agencies and resources need to be further strengthened. The perspective and philosophy of the social work profession has to be consistently shared and integrated into other international, regional and national activities and organizations. We need to continue to seek ways and means to link out limited resources with those of foundations and organizations interested and committed to similar goals and objectives.

Our relationships with ICSW and IASSW have to be intensified even as each of our organizations focuses attention on strengthening its own structure and operations. This has been difficult to concretize and we hope that here in Nairobi we can identify a specific substantive area of mutual interest through which our three organizations could begin to demonstrate effective cooperation. Much has been discussed and explored regarding possible areas of cooperation. However, for these to become reality, there needs to be true commitment to the value of working jointly and in close cooperation.

In reviewing the past two years, we wish to report on the following activities:

1. At The Hague, we stressed the urgency of establishing a Permanent Secretariat and a paid Secretary-General. We are happy to report that our secretariat office has been in operation since October 1972 in Basle, Switzerland, with Mrs. Catherine Chuard, as our most dedicated and hard working Secretary-General. This Secretariat has during the last two years tried to serve as our center of operations and clearing house for information on IFSW and on member countries. Much needs to be done to strengthen this clearing house function. The ready response of member countries is needed if we are to disseminate information continuously.

2. We have recognized that a vital and crucial goal is for IFSW to actively decentralize and regionalize its activities so that IFSW's goals, objectives and role can be facilitated and its services rendered in direct relevance to the needs and aspirations of social workers in each of the five regions. It has become clear in the last two years that issues and concerns which hold vital meaning for one region may be considered irrelevant in another region. Our main concern is to assist our member associations as closely as possible on a regional basis, to establish mutual helping and supportive relationships. We have clearly defined the facilitating role of our vice-presidents. Each, inspite of the lack of financial support, has initiated efforts to strengthen communication among member associations in their respective regions and has made possible the participation and representation of IFSW in significant regional and international conferences and seminars.

In Africa, we are particularly encouraged and impressed with the interest and response generated by our vice-president for Africa through the All African Seminar which has resulted in applications for membership from fifteen (15) countries. The significant support of the Friedrich-Ebert -Stiftung for the All-African Seminar and for the regional office here in Kenya merits our deepest gratitude and appreciation.

On behalf of the Asian and Latin American regions, IFSW has also made representations to international agencies for regional projects on research and training. A newsletter for the Asian region has been resumed.

All these efforts are in process and can be expected to bear fruit as we consistently work towards more meaningful and concrete plans of action to develop and improve the quality of social work practice and services in each region. Training and research activities are of particular relevance particularly in regions where the role of social workers is dynamic and changing, as well as developing to meet rapidly changing situations and needs.

During the regional meetings here in Nairobi, I hope we can discuss concrete programs and projects for implementation in each region with the leadership of our vice-presidents.

3. One of the reasons for IFSW's existence is to project the perspective and point of view, the values and philosophy of the social work profession on major international, regional and national issues. We have used every opportunity to carry out this objective and have actively participated in seminars and conferences such as the following:
 - a. UN Experts Group Meeting - Sept. 10-19, 1973 represented by Mary Catherine Jennings.
 - b. Expert Group Workshop of the Asian Centre for Training and Research in Social Welfare - February 18-25, 1974, Manila, represented by the IFSW President.

- c. General Federation of Labour in Israel - March 11, 1974, Israel, represented by Miss Ora Oppenheim.
- d. 5th Planning Conference on the European Social Development Program - March 25-28, 1974, Geneva
- e. UN Expert Meeting on Social Welfare and Family Planning - April 16-25, 1974, represented by Miss Charlotte Andress.

Other seminars and conferences not listed here may be included in our Secretary-General's report.

Through our dedicated representatives to the UN in Geneva and New York, Mrs. Pierrette Seld and Miss Betty Adams, and through Mrs. Zitha Turitz, our representative to the NGO Committee of UNICEF, IFSW has contributed to decisions and issues in the field of human resource development and welfare. Mrs. Turitz has requested to be relieved of full-time responsibility but we are trying to prevail upon her on the special request of UNICEF, for her to continue as alternate representative to the NGO Committee. Mrs. Carol Parry has very generously accepted our invitation to serve as full-time representative vice Mrs. Turitz.

We have received reports and recommendations from each of these representatives, which we hope we can discuss during our regional meetings and in our large meeting.

4. Our constitution has been very closely reviewed and amendments recommended have been forwarded to all member countries. We hope that our discussions here at Nairobi will result in a constitution more attuned and relevant to the needs of our member associations and other associations in other countries not yet affiliated with IFSW. We need to establish relationships with social workers in every country. Structures should therefore not be the primary obstacle to these relationships. The IASSW has opened its membership to individual social workers. This has positive implications of opening opportunities for international relationships directly among a wider group of social workers, a step which has and should be similarly considered by IFSW.
5. The objective of developing an international code of ethics needs to be achieved within these next two years. We have requested for the codes of ethics of our member associations and we hope to receive better response to our request. Using the few we have received, we are now ready to appoint a committee to work on a draft for discussion. This is a challenging task if cultural and political values and philosophies are considered in relation to what can be regarded as universal and therefore basic to the social work profession.
6. Since our Hague Permanent Council Meeting, the following materials were distributed:
 - a. Job description and functions of vice-presidents;
 - b. Job description of secretary-general
 - c. Work, Objectives and Programs for 1972-74.
 - d. Quarterly newsletter

Our vice-presidents and secretary-general will be reporting on the extent to which they have exerted efforts to achieve the objectives of the work program. There have been some member countries that have raised questions regarding the concrete services rendered by IFSW. We hope that this report and those of our officers can provide information on some of the efforts directed towards developing IFSW's services to its member associations.

Our secretariat needs to be strengthened and our vice-presidents need financial support if they are to be more effective in providing the services expected of them. We hope that the Permanent Council will be able to approve in a two-year budget, the funds which are proposed for the secretariat and the regional offices.

Finally we must discuss the financial status of IFSW. I have requested our treasurer and secretary-general to recommend a financial plan for improving our financial status. As stated earlier, we have tried to raise needed funds by reaching out to foundations to support projects. We have begun to receive positive response especially here for the African region, as well as for the Latin American region. Our member fees may also be reviewed. We look forward to our treasurer's report on these matters.

To conclude, it is evident from the above, that much needs to be done to develop and build up the organization of IFSW. We have to use whatever limited financial resources we now have for the next two years to support such services as follows:

- a. Concerted and intensive efforts to communicate with our member associations, and to assist them in substantive areas as in programming methods and techniques, in training schemes to upgrade social work practice, and in documentation, and research. A newsletter in every region on a regular basis such as quarterly, and a similar one from our secretariat needs to be published more consistently.
- b. Actively reaching out to non-member associations particularly in Eastern Europe, Latin America and Asia.
- c. Assisting member associations who by virtue of the political situation in their countries may need assistance and support at the international level.
- d. Identifying and securing financial support for regional projects. Those thus far initiated have been on Action Research and Policy Formulation. Positive response has been received on these two projects from the Asian associations. It is our hope that these can be followed up and fully implemented in the next two years.
- e. Developing an international code of ethics.
- f. Conducting regional conferences and training seminars such as the one recently concluded in the African region. With help from Israel, another seminar is scheduled soon in Kenya. In Asia, as well as regional conference with Israel as the host had to be postponed indefinitely. A similar regional conference for Europe to be held in Ireland was also postponed.

We hope that inspite of international problems, and other economic and social world problems, the IFSW will be able to seek out more actively and receive the response and support of our member countries so that in the next two years, we can truly give evidence that IFSW is a live working organization and an international voice of social workers all over the world. This is the challenge which I hope all members accepting leadership positions in the Executive Committee can accept and assume responsibility for meeting. We hope that before we leave Nairobi we can concretize the steps and activities to be pursued during the next two years. If these are to be fruitful and productive, the support of every individual social worker and member association needs to be committed to IFSW, for indeed the responsibility belongs to us as an organization of social workers.

TERESITA L. SILVA
IFSW President

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REPORT OF THE SECRETARY-GENERAL
Permanent Council Meeting
July 8-10, 1974 - Nairobi, Kenya

A first two-years term of the Permanent Secretariat comes now to its end. It may be significant that the Permanent Council, which has to approve this report, takes place, for the first time since IFSW exists, in Africa, an extremely active continent.

Two years ago, when at its Permanent Council Meeting in Leeuwenhorst, Holland, the decision was taken to establish such a secretariat in Switzerland, it was also decided to follow thoroughly but open-minded the development of this office and to come at the next Permanent Council Meeting to a final decision, if and in which way the secretariat should continue to take care of the Federation, its tasks and future activities. The decisions taken in Holland were multiple and ambitious. Ambition may be a good thing. In theory sometimes ambitious plans are set up, plans which in reality and in the every-day life cannot be realized or need much more time and effort to be realized.

Concerning our secretariat and looking back at the one and a half year of experience-work could not really start before January 1973, as there was first an office to be found, equipment to be installed and secretarial help to be engaged - I am not satisfied as I wanted to and I also do not feel very comfortable. There is no doubt that a well-working, well-organized, small but efficient secretariat has been set up. Out of nothing - there was absolutely nothing but finally a room, some furniture and the strong will to serve in the most efficient way our Federation - a valuable secretariat has been created. If now a decision should be taken to engage a full-time secretary or to transfer the secretariat to another place, I should be in the lucky situation to hand over to the new responsible a secretariat able and ready to carry out the necessary work for IFSW.

The above-mentioned uncomfortable feelings are not directly related to the secretariat. My concern is much more concentrated on the role IFSW has to play in the social field, also on the Federation's structure and on its co-play in the social field, also on the Federation its concrete activities. In 1972, better possibilities and new activities were urged. Unanimously it was said that IFSW should be the pace-maker in developing new policies, that it should help member-countries to find adequate and efficient ways in making social work better known and in bringing it into a better position not only in the social but also in the political, economical and human field and this throughout the world. As a sort of clearing house, the secretariat should find means and ways to provide all member-associations with the necessary information, to sort out for the benefit of members important facts and to compile papers like annual reports, code of ethics, constitutions, etc., to summarize if indicated and to circulate them to members as well as to edit a regular newsletter, this in view of making the Federation a valuable, active and efficient organization.

There are ways to develop such activities and new policies to collaborate with other organizations and to work in cooperation with foundations and governments on projects and therefore to become a real support of our member associations.

But there are also some other facts which need to be mentioned. These first months of a significant period in the life of IFSW did not only show possible ways to expand its activities and services but also highly realistic and important obstacles:

At present, IFSW is composed of 43 countries. Some are so called old, traditional, industrialized one, others young developing countries. Some of the first group have seen a sort of "high time", when social work methods were developed and social work started to play an important and very special role, particularly during the years after World

War II. During this period, support was given to social workers from countries which experienced in a different and more vital manner urgent social needs. In some countries social workers have not only been integrated, but also affected for socio-political purposes. During the last 12 months, in many countries things did change and therefore IFSW has to be aware of a different situation, thus in political, economical and social field. Member countries which were supporting during years IFSW in a very active way and also financially have now serious difficulties in paying their annual fee. Taking into consideration that such countries do belong mostly to "old" countries, having a social tradition and also a large number of social workers, strong professional associations, their actual inability to cover their financial obligations affects in a dangerous manner our Federation.

Even more problematic is the fact that these countries are not any more convinced of the necessity of our Federation's existence. These doubts, created on one hand by an unexpected new situation in the own country and on the other hand by a lack of significant services offered by IFSW, evident to all member-associations, may create the difficult situation of a vicious circle: to be efficient, any organization needs funds and support. Members are easily willing to contribute financially, as long as they can get some profit. They also are willing to give useful information, when themselves do receive information. Information can be given only as far as it comes in. Funds can be found where projects exist to be carried out. To present projects presupposes necessary information and the necessary money to prepare such projects. And so on, without end. That is one side of the actual situation of our Federation, the negative one. But there is another side: next month, the Permanent Council Meeting shall have to decide of the affiliation of 15 African countries and at least 3 countries from Latin America and the Caribbean Area. That's the challenging aspect.

Before pointing out some activities being accomplished during the last two years, let me express of what, in my opinion, we all have to be aware:

Any social organization is a system consisting of interdependent, inter-related and interacting parts aiming at certain goals and achievements. They are the basis of the structure, coordinating them which in term allows the development of adequate policies for the guidance of the activities. Seeing an organization and thus a social one as a system, however, means more than a mere connection of parts. As a whole, the organization must establish a wealth of loose concepts, adjustments patterns and organizational mechanisms and must also inherent energy, flexibility, experience and knowledge.

No doubt, such a system can only function when all vital parts of the organization, among which there is no hierarchy, assume responsibility for their specified roles and when there is equilibrium between the parts, permitting cooperative effort ensures the implementation of an overall policy and the consequent accomplishment of our task which is the unique reason of our existence.

For this reason, I would like to point out once more what I mentioned in my last report, presented in Granada: IFSW will have to work in three different phases, a first one, lasting two to four years, giving the possibility to establish a solid, well-based secretariat and also regional offices. A second phase, during which a certain number of urgent tasks have to be carried out, developed and deepened. It will be up to the delegates to decide in which way the Federation shall develop and expand.

In creating two years ago two more vice-presidencies, there are five at present: Africa, Asia, Europe, Latin America and the Caribbean Region, North America. A most important step has been done. Concrete activities have to be started and carried out in the different regions. Therefore, priority has to be given to strengthen the regional offices and where they do not yet exist, they have to be set up. It appears, that international contacts are extremely difficult to be realized. It is realistic to have close contacts between members in the region and to collect the results of such collaboration in the Permanent Secretariat. This may make it possible to this office to become the suggested clearing house, which in fact is a most desirable suggestion.

A clearing house needs collaboration of different experts. The Secretary-General is at present assisted by two part-time secretaries, both no professional social workers. What an organization like IFSW needs, is a variety of highly specialized collaborators, colleagues willing and able to give time and knowledge for the sake of the aims and goals of the Federation.

Two years ago, we set up very ambitious goals. It would be unrealistic and unlogical to expect that all of these goals can be reached within a limited time. These two years were marked particularly by the change from the secretariat to a Permanent Secretariat and the transfer from the States to Switzerland. This meant that real new efforts could only be started after a minimum of breaking-in period of this new secretariat. The International Federation of Social Workers, existing since quite a long time already, never was able to establish real traditional values, concepts, adjustments, patterns and an organizational mechanism, and we have not been able to inherent the necessary energies, flexibility, experience and knowledge. To manage an international organization poses many problems. There has to be made a clear division between all the administrative work on one side, and on the other hand the real constructive, practical activities to be carried out. Although I have my own personal opinion on the present functioning or not-functioning of the total organization, I try to restrict myself to the activities of the part of our Federation for which I have been responsible since our last Permanent Council Meeting or more clearly, since the Permanent Secretariat could start its activities in January 1973. I believe that all the other reports prepared for our 1974 Permanent Council Meeting may complete the picture and may also allow you to draw your own conclusions on the present situation of our organization.

Permanent Secretariat

The office was moved. The secretarial staff relating to our very short finances had to be restricted as much as possible. Asked to work on a half-time basis, the Secretary-General actually works at least full-time or even more. One secretary worked half-time in the beginning then, due to personal reasons, 2 - 3 hours a day and since May 1974, looking at the increasing work, there is a half-time secretary working regularly for IFSW and the other one for several hours a week. Both of them are very much devoted to our organization, and it is only because of their goodwill that it was possible to carry out all the necessary every day work.

Vice-Presidencies

It was not possible for all of them to accomplish an equal amount of work. The African experience may encourage our vice-presidents in other regions: sponsored by a Foundation, the African region could develop in an admirable way its activities. We all shall in a few weeks profit of such experiences.

Cooperation in Diffusion of Information and Documentation

This aspect of our work preoccupies me since the establishment of the secretariat. It is unfortunately a work which we were not able to bring to real function. There exists a concept, but we just cannot implement it due to:

- a) our limited staff
- b) the lack of regular and active cooperation of many of our member associations.

In spite of all these difficulties, we have striven to keep you informed on our activities. This has been done as well by the President than by the Secretariat. May I list therefore a few figures regarding our circulars in 1972 and 1973:

- a) General Circulars 1398
- b) Professional Aspects 36
- c) Circulars relating to the Symposium and Permanent Council Meeting 19
- d) Other documentations 15
- e) Financial documents 7

These circulars have been sent to member countries, to Executive Committee members, to particulars and to other bodies working on the international level. Such information is vital for the functioning of our organization and it would be most important to activate and in a certain way institutionalize the distribution of documentation.

Annual Reports, Code of Ethics, Constitution, Statistics

It was said that the Secretariat should act as a clearing house. Regarding annual reports, code of ethics, constitutions and statistics, unfortunately very little can be reported. Annual reports on the activities of our members too often are not sent - even if requested - to the secretariat and therefore, researchial and statistical attempts would be vain.

The most important part of these activities has been done in the regions, the reports of the vice-presidents may give the concrete information.

Social Activities of the Secretary-General

After the Executive Committee Meeting in Granada, the Secretary-General left for Poland, following an invitation of the Polish Ministry for Health and Social Welfare. Visits of Schools of Social Work, of agencies and institutions and several conferences and discussions have been planned. Unfortunately the programme was interrupted due to the car accident in which the Secretary-General was involved, being this very day the guest of the Director of the Polish Cooperative for Rehabilitation of Handicapped People. I am extremely happy that after long weeks of complete immobilization I was able to attend a Nordic Seminar in Denmark and to give a speech on the necessity of research in social work and later to be the guest of the British Association of Social Workers in Blackpool, where I had the opportunity to talk about IFSW its aims and goals. Unfortunately, still as a consequence of the Polish accident, I had to be transported to hospital the 1st January, suffering from a heavy hepatitis. The months between January and June have been extremely difficult ones. Thanks to the help and support of the two secretaries, it was possible to carry out the administrative work for IFSW. There was so much to be done in preparing the Symposium. The economical and political worldwide difficulties did not particularly make the activities of the secretariat easier.

In May 1974, the Secretary-General was attending in Geneva the Council Meeting of the International Social Service and its 50th anniversary. Many important contacts were made and cooperation on several points should be developed these coming months.

The Secretary-General also was contacting the UNICEF-Headquarters for Europe in Geneva and could contact the responsible for UNICEF in Nairobi while he was staying in Switzerland.

The week before I have to leave for Nairobi, representatives of the Konrad-Adenauer-Foundation in Germany will discuss a future cooperation between IFSW and the foundation, this on a few projects prepared by our colleagues from Latin America (Colombia, Ecuador and Jamaica) and refined by the Secretary-General. The discussions will take place in Basle; Mr. H. Schiller, Executive Committee member from Germany will also be present. As there are only 2 days to prepare a report, a short information relating to these discussions will be added to the present paper.

Mrs. C. Chuard
IFSW Secretary-General

June, 1974

INTERNATIONAL FEDERATION OF SOCIAL WORKERS
ASIAN REGIONAL OFFICE

Activities Report
1972 - 1974

I do not think I have to emphasize the difficulty in running this office without a budget and the necessary personnel as I am sure that the other regional offices have experienced similar difficulties. Another even greater difficulty is the lack of support and enthusiasm from member associations in the region for activities proposed by the Regional Office. Your Regional Office proposed to publish a regular newsletter for the region and have asked for the cooperation and assistance from member associations in the region and to send in news and views, excerpts of articles of common concern, notices of conferences/seminars/workshops and the findings and recommendations. But these have not been forthcoming and that was the major reason why the Regional Office could publish one issue of the newsletter during the period. Your Regional Office also asked for cooperation in a programme of exchange of visits for social workers of member associations. You will be surprised to hear that response to this proposal was more enthusiastic from member associations outside the region.

The very late cancellation of the 1974 Asian Regional Conference to be held in Israel has deprived an opportunity for members of this region to get together and sort out our problems. I could only hope that the meetings arranged in Nairobi will be able to fill the gap.

I do not want to run away from taking responsibility for these two very unproductive years. If there is anyone to be blamed for this, it is your very inefficient and ineffective Vice-President for Asia. Therefore, with the permission of the President, I have resigned from the position.

In closing, I would like to suggest that it might be advisable for IFSW to study the operation of ICSW and IASSW as there may be obvious elements of work we might be able to learn from: organizational structure, budgeting, membership and the relationship of members with regional office/head office, etc. I tend to believe that if individual associations of social workers remain in the present form which, in most cases, is nothing more than an association of professional workers without the basic function and element of a workers' union and/or the licensing authority, the financial position and actual operational strength of individual associations will stay weak. If individual members of IFSW are weak professional associations, I just do not see how IFSW could be strengthened. There could never be a strong IFSW without a group of strong members.

Y.F. Hui
June, 1974

REGION EUROPE:ACTIVITIES OF THE FEDERATION

1973-1974

It must be noted, at the beginning of this report, that the political conjuncture has necessarily influenced our activities.

The problems which we have met and are meeting still have indeed left their mark not only on our financial capacities but also on our decisions, our work and our future outlook.

As it will be seen throughout this report the relations between the member associations as well as with the European governmental organisms were affected by the economic, social and political situation.

I. REGIONAL ASSEMBLY

During the session of the Executive Committee in Granada, it was decided to hold a regional assembly in Strasbourg or in Dublin in February 1974.

From the 16 associated members approached since September 1973, 9 having replied and underlined the necessity of such a meeting, every effort was made towards its realization.

The reason why we spoke about these two cities was the presence of the E.C. for one, the possibilities offered by our colleagues for the other; we were thus hoping to organize a meeting under the best possible financial and work conditions.

However, our colleagues from Dublin have given us no reply whatever. As regards the European Council, no help was forthcoming from that quarter either. It must be remembered that this was taking place during the last months of 1973 which were so heavy with political events affecting naturally these procedures.

Our Secretary-General having been acquainted with the costs involved (rent of halls, translation expenses as well as travel and hotel allowances), and also in view of the unstable political future, it seemed preferable to drop the project of this meeting and concentrate our efforts on the sessions in Nairobi.

II. CORRESPONDENCE

Two associated members, viz. Holland and the United Kingdom, have shown their interest in a regional action by a regular correspondence. It is very beneficial to be kept informed in this way of current trends and needs, and it is to be regretted that the member associations in their entirety do not make more use of this possibility of making known their orientation.

III. ADHERENCE

Our colleagues from Belgium have raised a problem concerning their representation. Without giving us a reason, they have expressed their wish to be represented in the Federation by the "Belgian Committee of Social Service and Social Action", member of the ICSW.

We have reminded them of the terms and conditions of the statutes for becoming a member; ever, since we neither know the statutes of the Belgian Committee nor have any explanation for the reasons of their decision, we have called for a documentation in order to enable the Permanent Council to voice its opinion.

IV. COOPERATION WITH THE EUROPEAN ORGANIZATIONS

A - Governmental Organizations

1) Commission of European Communities

Our approaching the Commission of European Communities was focused on two aims:

Multilateral recognition of social assistants' diplomas by the countries of the CEC permitting them to exercise their profession in either of these countries.

Cooperation with the departments of the CEC who are in charge of the study of social problems, and on whom the IFSW may presume that the professional social workers may have some influence.

Recognition of diplomas: - For this study the General Secretariat for the Interior Market and Coordination of Legislation is responsible.

Since the assembly of November 1972, this study has made no progress. The reasons put forth were the new adherences of countries and the partial reorganization of the General Secretariat for Social Affairs. However, the real obstacle seems to be the fact that this study revolves around the liberal profession, whereas our activities are usually those of employees. Thence the difficulty of progress towards a reglementation. Assurances were made concerning a continuation of this study, without, however, a clear indication of when and how.

Cooperation: It would be necessary to take it up with the General Secretariat for Social Affairs, specially with its departments "Living and Working Conditions" and "Industrial and Professional Relations, division of Family Policy, Social Services and Law of Labour". We have been very well received by M. Crijns, Head of this division, and Mlle. Sauvage his assistant, who is most interested in the idea of cooperation; however, the working methods of the CEC being what they are, it is difficult to approach directly private organizations, even if they are qualified.

It was also suggested to obtain, from the countries, nominations to the Economic and Social Committee.

In order to study these problems more concretely, a preliminary agreement by the services of the CEC was obtained for a meeting of the "9" associated members, to be held in Brussels in January 1975. We should be granted material and other (interpretation) aid. Working papers concerning the "Rome Treaty" and on the structure and working methods of the CEC commissions would then permit us to work constructively, both as regards exercising our profession, as well as our taking part, as professionals, in the discussion of social questions. It is not thinkable, indeed, that we should not

be concerned, for instance, by the "reaction to the recommendation of the commission on the activities of the social services in favour of the workers migrating within the communities", text which appeared in July 1973, or by the "Social Program" presented in October 1973 before the Communities' Council.

2) Council of Europe

1974 saw the 25th anniversary of this institution.

The Federation is now satisfactorily introduced with the Council's administration services. During this year we had three talks with M. SUR, Director of Economic and Social Affairs, as well as with his chiefs of services.

Although we did not obtain results concerning the meeting we had planned, we were nevertheless able to discuss professional problems touching on the equivalence of diplomas, and the necessity of a code of ethics.

We also asked to be admitted as observers to the Conference of European Ministers in charge of Family Affairs which took place in September 1973 in Nice. Since this was not possible, we had to be satisfied with an outline of this conference which we asked to be sent to every Association.

Concerning the work: during a general meeting of the INGO in May 1974, the organizations again expressed their desire to be informed, by the commissions, of the issues so that they could take part in their study. As it is, they have only the possibility to inform themselves, and the reports which they furnish constitute merely elements for the commissions to be dealt with at their will.

Here, as with the CEC, we have to stress the importance of contacts between the member associations with their respective governmental representatives. This would facilitate the position of the observer representing the Federation at commission meetings. Following governmental changes which took place in various European countries, there have been changes among the commission members, specially within the Commission for Social Affairs and Health, whose meetings we follow regularly. In consequence all our efforts of getting acquainted have to be re-made, whereby it is useful to be able to rely, with each member, on his knowledge of our association member in his own country.

On the program of this commission figure, among others, actually the following subjects: studies on "parental work at home as economic activity", "the limits of growth", "employee-participation with decision-taking in the firm", "cooperation for development".

B - Non-Governmental Organizations

A certain number of INGO's in Europe have been re-grouped or proceed with specific activities which call for our participation.

1) European Communities' Committee for Family Organizations
Secretariat in Brussels.

This committee was founded in 1969, and its mission is to study and to instigate the necessary measures in the interest of family matters within the institutions of the European Communities. This is a structure of work and of representation in the CEC of the Family Associations of the "9" and member of the International Union of Family Organizations, which latter does not dispose of a regional structure.

Four sub-committees are treating one of these problems: Social Affairs, Economic and Consumer Questions, Education, Rural Families.

With the endeavour to intervene effectively in community development, a work-group of the Family Associations of the 9 countries has been organized in Strasbourg on December 1 and 2 last year, in which the regional FIAS was invited to participate. Discussions touched on the following subjects: Politics and Social Action - Consumer Goods and Services - Educational Responsibilities and Cultural Problems. The participants stressed the importance of the community social action program: a "Social Union" equalling an "Economic and Monetary Union" should be aimed at. One of the Committee's objectives is the reminder that the development of society concerns the entire population, individuals and groups (families, companies, regions, etc.) on the level of daily life.

2) International Catholic Union of Health Services

Following the seminar of April 1973 on the theme "Social Work and the Migrant Workers", which had assembled social workers of the 9 European countries - immigration as well as emigration countries we received in January 1974 a manifest containing the concrete standpoints of the Union. We were asked to support, in our dealings with the European Governmental Organizations, their propositions notably as regards the statute of the social service assistant and the re-evaluation of the formation of social work.

3) World Union for the Protection of Children and Adolescents

Secretariat: Paris

This Union will hold a European symposium in Luxembourg in August 1974 on the theme "Evolution of the institutions for maladjusted children and adolescents". We have been asked to participate, and our colleagues of Luxembourg have kindly agreed to do so.

4) International Council for Social Action - Europe and Middle East.

Two assemblies in the course of this year, at one of which M. SUR, director of the Social and Economic Affairs department of the CEC was present. Discussions focused on such questions as:

- replies to the enquete launched by president LEAPER concerning the cooperation between ICSW, IASSW Aand; IFSW
- the Nairobi symposium
- preparations for the International Conference in Nairobi
- preparations for the European colloquium of September 1975, to be held in Yugoslavia on the theme "World Development of Society and its influence on Social Politics, Social Development and Social Action."

V. REPRESENTING THE INTERNATIONAL SECRETARIAT

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UNESCO: November 1973)

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COIDIEA: February 1974)

See separate reports attached

UIOF

VI. CONCLUSION

This report demonstrates that our profession is being recognized by the European organizations, both on a governmental and on a private basis. This presupposes, however, that its member associations can rely on their own efforts and achievements. It is mandatory, therefore, for the representative to be able to consult them, which involves the availability of time, staff and finances.

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This report on the Latin American and Caribbean Region covers the two-year period from July 1972 to 1974.

In this report, for purposes of clarity, the region will be examined in two parts, the Latin American Area and the Caribbean Area - the latter to include the West Indian Islands, Guyana, Bermuda, Bahamas and Suriname.

A quote from the report of the past Vice-President of this region in 1972 could appropriately describe the situation existing then in the Latin American Area.

"From the last Executive Committee meeting of the International Federation of Social Workers to the present, the crisis in the profession of social work in the Latin America and consequently in the association has grown considerably. There is great influence within the profession of revolutionary groups expressing their discontent in relation to the situation of poverty and misery of the region by proposing radical changes by means of violence and Marxist methods. These groups are increasing rapidly. For them social work values and philosophy are no longer valid; the same is true in relation to the means social workers use. This has created great confusion among professionals and students of social work. Their discontent is in relation to what existed and in some cases this has contributed to apathy in the associations or to decisions of dissolution of associations.

Only small groups are still interested and believe in the profession as such. Without any doubt, this has had repercussions in the work of IFSW in the Region. Letters are not answered, participation in decisions is very poor and applications for new members have not been received."

These then were the problems inherited from 1972 in the Latin American Area.

In the Caribbean region one or two countries had National Associations but very little was known of the International Federation of Social Workers.

The immediate task, therefore, was to:

1. establish communication with social workers in the region
2. facilitate and encourage the organization of national associations
3. introduce the aims and objectives of the International Federation of Social Workers.

1. Establish Communication

Every country in the region has been communicated with and copies of the Articles of Incorporation of the International Federation of Social Workers circulated to them.

In addition, (using the constitution of the Jamaica Association of Social Workers) a copy of a National Association of Social Workers was also dispatched where appropriate.

During the years communication was maintained with all countries from the office of the Vice-president whenever this was indicated by Federation releases and other business.

Particularly in the case of the countries of Latin America, the communication was very often one - way, from the Vice-President despite the fact that where necessary and possible, the letters were written in Spanish.

Because of this lack of response closer ties and face to face communication seemed indicated, and attempts were made to organize a regional conference in Jamaica.

It was abundantly evident that the region was vitally interested in this, since for the first time replies were received from Mexico, Panama, and other countries in the Latin American area. In addition, all the Caribbean countries responded. Every country indicated interest in and support of a regional meeting.

In Jamaica, the Vice-President received promises of assistance with local travel, entertainment and some accommodation. The greatest problem was air fares and only one country replied expressing ability to defray their representatives air travel.

All efforts at obtaining funding from foundations etc. failed. At this particular time the energy crisis was precipitated and most unfortunately this plan for a regional conference had to be postponed.

Many countries of Latin America have still - except for sporadic replies remain unresponsive, and it is my opinion that face to face contact is urgently needed. One admits, however, that the continuing lack of response even when the Vice-Presidency was in that area, is discouraging.

This appears to confirm the statement quoted at the beginning of this report and made by the past Vice-President that many countries in this area feel that the International Federation does not satisfy their needs and indeed that Social Work as it presently exists is ineffective.

In addition, the language difference could understandably be a barrier to cooperation and communication and the suggestion has been made that the English-speaking Caribbean could more successfully be a part of the North American region.

2. Organization of National Associations

In the Caribbean Area of the region we now have eight national associations organized. In addition, the area has moved on to organize the Caribbean Federation of Social Workers. The aim of this Federation is to provide a medium of communication in the area, and to plan for development and problem-solving.

Unfortunately, this organization cannot be affiliated to the International Federation at this time since the articles only provides for affiliation of national associations.

There is no doubt, however, that a dynamic Caribbean Federation could foster awareness of local problems and provide impetus to solve them - thus generating regional solidarity and security.

3. Introduction of Aims and Objects of International Federation of Social Workers

As has been earlier stated in this report, the Articles of Incorporation of the International Federation of Social Workers has been circulated to all National Associations.

The Office of Vice-President has been recognized by invitations received not only from within America but from many other countries in the region. Unfortunately, the cost of travel and subsistence has prevented acceptance of most of those received outside of Jamaica.

General Remarks and Recommendations

- (a) One of the highlights of the period was a seminar run by the Jamaica Association of Social Workers on Social Planning. This seminar lasted for one week and contributed considerable information and ensured better understanding between the participants and government representatives.
- (b) In the Caribbean area nearly every association has attempted some aspect of training.
- (c) It is obvious that there is a great need for a meeting of social workers in this region and that the regional conference taken to a successful conclusion would undoubtedly generate new insights, understandings and enthusiasm. It is strongly recommended that this or some other face to face communication be pursued.
- (d) The Latin American area's problem should be analyzed at the 1974 Conference. From observation it appears that the International Federation 1974 symposium could have an important role to play in terms of even "exploring" the problem and encouraging dialogue.
- (e) The Vice-Presidents need some financial support for "office" and for travel to be effective.

This period was primarily devoted to laying the foundation and starting the job.

The Vice-President acknowledges with thanks the support of the President and Secretary-General and their prompt response at all times.

A special tribute is paid to Gerhard Mensinga who tried very hard to assist in financing the Regional Conference planned for the Latin American and Caribbean Region.

Finally to the Jamaican Association of Social Workers and the many people in Jamaica and in all parts of the entire region who helped and supported in so many ways.

I owe and acknowledge a great debt of gratitude.

Mrs. Icyline Seaton
IFSW Vice-President for Latin America

Regional Program Planning Meeting
July 8-9, 1974, Nairobi, Kenya

AFRICAN REGIONAL REPORT

In view of the Symposium the members attending this Regional Meeting had to choose 18 rapporteurs. The following countries provided these rapporteurs:

Botswana	Mauritius
Egypt	Senegal
Ethiopia	South Africa
Ghana	Sudan
Kenya	Uganda
Madagaskar	Zambia

Regarding the formation of an association of social workers in Africa, this proposal was agreed upon since some African countries had written to the Regional Office asking for the formation of such an Association. It was decided to form an Executive Committee with members drawn from all member countries in Africa. It was also agreed unanimously that the IFSW Vice-President for Africa and the IFSW Executive Committee members from the African region should be executive official members of the Executive Committee for the region. This Executive Committee has to be formed by the different national associations.

Nominations: Mrs. M.J. Menya - by acclamation - was returned as IFSW Vice-President for the African Region and Mr. G. Ssenkoloto - also by acclamation - was returned as a member of the Executive Committee of IFSW.

Financial Resources: It was felt that the Region should not rely on annual contributions only, but also publish bulletins, journals, etc. in order to make some profit out of such publications.

Work Programme for the Region: The work programme proposed by the President was adopted. It was also decided that the regional Executive Committee to be formed continue to study this proposed programme. The members of the African Region expressed their thanks to the president of IFSW and to the Permanent Council for the opportunity offered to the regions to get together and to discuss these very important and vital issues.

AFRICA-SOUTH SOCIAL WORKER'S ASSOCIATION

AFRIKA-SUID MAATSKAPLIKE WERKERS VERENIGING

CAPE TOWN, SOUTH AFRICA

JULY 1974

RESOLUTION OF ASSWA TO IFSW CONFERENCE - NAIROBI, 1974

1. Our Association was previously known as the Social Workers' Bond but since the last I.F.S.W. Conferences it has changed it's name. As we are at present setting up a new constitution which will encourage membership to our Association of any Social Worker in the Republic of South Africa, the name of our Association will, to all probability again be changed.
2. Our Association shamefully admits that were it not for the pressure exerted on the South African Social Work professional associations at the last IFSW conference, we would probably still have been waiting on our White colleagues to make the first move to form a united body of Social Workers in our country (...for this is a habit that tradition in our country has helped us to form).
3. Our Association previously felt that the approach had, too, come from our White colleagues basically because we consisted of a membership made up opredominantly of Social Workers whose training was sponsored by sympathetic Whites who later then also created employment facilities for these Social Workers. White Social Workers who then had their own professional association were thus also more qualified, and this too created another gap in the joining of the two associations. At the conception of our so-called Coloured Association, there was very little evidence of so-called Bantu Social Workers in training.
4. Since there has been an increase in the number of Social Workers qualifying at the Coloured and Bantu Universities or University colleagues, there has been a further struggle to interest these graduates to join a professional association because of it's segregated nature. However, at the beginning of this year a number of these graduates, in fact, joined our Association and it now follows that we are in the process of opening our membership to Social Workers of all races. To ensure this we are at present changing our constitution and will presently approaching the S.A. Black S.W. Association to join up with us and also the Indian Social Workers. Together we will then invite the S.A. S.W.A. to join with us as we feel, that as members of the Social Work profession, we must propagate, in terms of our basic philosophy, the equality of men. We are hoping that in this connection, the Co-ordinating Council of South African professional associations will further our purpose.
5. We have arranged a number of activities to further this present aim, e.g. contact with training institutions for Social Workers in the attempt to standardize the training of Social Workers; exploring vocational possibilities of all South African Social Workers, particularly the Black i.e. Coloured, Bantu and Indian Social Workers.

6. In view of the afore-said and particularly with regard to what now follows, vis.

ASSWA is at present still a Coloured Association and because of the South African situation, has no contact with, and open support from, overseas Social Work Associations. Should the S.A.C.C. be expelled from the IFSW, ASSWA by implication is also expelled and thus will be isolated. ASSWA sees the IFSW as the only, and as a vital link with the outside world.

ASSWA hereby resolves, and thus pleads that the IFSW helps us to retain this vital link with our colleagues in other countries by extending the period of membership to the IFSW, especially in view of the fact that an expulsion from IFSW could hardly affect our White S.A. colleagues who are always in a position to travel abroad or meet members of our Profession from other countries on their visits to our country.

:lcv

**CO-ORDINATING COUNCIL FOR THE PROFESSIONAL ASSOCIATIONS
OF SOCIAL WORKERS IN SOUTH AFRICA.**

**MINUTES OF THE MEETING HELD AT THE OFFICES OF THE SOUTH AFRICAN NATIONAL
COUNCIL FOR CHILD WELFARE, PALACE BUILDING, PRITCHARD STREET, JOHANNESBURG,
ON SATURDAY THE 3rd NOVEMBER AT 9.20 a.m.**

1. PRESENT:

(a) Representatives of the Black Social Workers' Association.

Mr. M. R. Rantho (Chairman)

Mr. B. P. Nteso

Mr. J. V. Mlotshwa

Mr. S.S. Kekana

(b) Representatives of the White Social Workers' Association

Prof. D. J. Eloff

Dr. H. C. Lambrechts

(c) Representatives of the Social Workers' League of the Western Cape.

Mrs. D. Lekay

Mrs. K. Opperman

Mrs. M. January

Miss M. R. Strydom

(d) Secretary of the Council.

Dr. G. Heydorn

2. OPENING:

Mr. Rantho, who was the Chairman on behalf of the Black Association tendered an apology for starting the meeting late. After Prof. Eloff had led the opening with a prayer, the Chairman extended a warm welcome to members present, especially those from the Cape.

3. APPOINTMENT OF ASSISTANT SECRETARY

The appointment of Mr. S. Kekana as the Assistant Secretary was confirmed.

4. CONFIRMATION OF THE MINUTES

4.1 The minutes of the previous meeting held in Port Elizabeth on the 10th February, 1973, were taken as read.

4.2 As the Secretary did not receive reports on the matters mentioned in paragraphs 9.1 and 9.3 of the Minutes from the Black Association through Mr. Makubire, Dr. Heydorn explained that she could not include them on the Agenda. Mr. Mlotshwa pointed out that Mr. Makubire was attending to the matters and the reports will be handed in after completion.

4.3 The Minutes were then approved and signed.

5. MATTERS ARISING FROM THE MINUTES

5.1 Salary Scales: The Secretary explained that she had written to the following Government Departments:

Department of Social Welfare and Pensions

Department of Bantu Administration

Administration of Coloured Affairs; and

the Public Service Commission.

Replies were received from the Department of Bantu Administration and the Administration of Coloured Affairs to the effect that the contents of our letters had been noted and were receiving attention. On a suggestion by Dr. Lambrechts, it was agreed to keep the matter on the agenda.

6. CONSTITUTION

The draft constitution prepared by the Secretary was presented to the meeting. The following amendments were approved:

6.1 Clause 1: Name: The Co-ordinating Council for the Professional Associations of Social Workers in South Africa.

6.2 Clause 4: Composition: The Council shall consist of an equal number of voting members.

6.3. A new Clause 5 to be inserted: Powers of the Council: The Council shall be competent to finalize all matters referred to it by member associations.

6.4. Clause 7.1 : Chairman: The Chairmanship rotates in the sequence as set out in Clause 4.

6.5 Clause 7.2.1: Secretariat: Add the following sentence: "The Secretariat shall be reviewed after five years but the Secretary may be re-elected.

Clause 7.2.2: The Honorary Secretary/Treasurer shall be assisted by an Assistant Secretary, who shall be a member of the same Association as the Chairman.

Professor Eloff pointed out that the official delegates from member associations to meetings of the Council should be made known at the opening of meetings in order to ascertain who has the right to exercise the voting powers.

It was agreed that if the Chairman is an official delegate of a member association, another member of the same organization can preside over the matter, to enable the Chairman to take part in the voting at that time.

The amended Constitution was approved. It was decided that copies be circularized to member associations and the International Federation of Social Workers.

7. INTERNATIONAL FEDERATION OF SOCIAL WORKERS

7.1 Letter from Kenya Association: Photostatic copies of the letter concerning the matter of visas was posted to member associations by the Secretary for general information.

7.2 Circular letter from the Secretary-General: In the letter, the Secretary-General, Mrs. Chuard, included an article on slavery through the Division of Human Rights at the United Nations and that "recent revelations that European-owned firms in South Africa are paying African workers at rates lower than those recognized as necessary to subsistence has given this interpretation fresh credibility."

As the letter appealed for material from I.F.S.W. members in order to collate information on this matter, Dr. Lambrechts said that after consultation with the Secretary, she reacted by sending cuttings from overseas newspapers and magazines to the Secretary-General.

The meeting decided that in future, correspondence to IFSW should be submitted to the Secretary. If the Secretary has any doubts as to whether the information submitted would benefit the Council, the material can be withheld from being sent to IFSW.

7.3. Nomination of Delegation to Meeting in Nairobi, 1974.

Prof. Eloff reported that the White Association had recommended that the Secretary, Dr. G. Heydorn, be included as a delegate to the Nairobi Meeting in July, 1974. The Association has decided to donate R500 for the trip.

Mr. Nteso reported that the Black Association elected two delegates at its September Conference, viz: Mr. S. Kekana and Mr. I. Sawula of the Transkei.

Dr. Lambrechts pointed out that the official delegates to the IFSW Meeting should be chosen by the Council itself. Prof. Eloff concurred, adding that preference be given to members of the Council.

The three-member delegation accepted by the Council were:

Dr. G. Heydorn
Mr. S. Kekana

A third member still to be chosen by the Western Cape League.

The Black Association and Western Cape League pointed out that they will finance the delegates from their associations.

7.4 UNICEF Study on the Young Child

The Secretary reported that she had posted information on the above study to member associations, various organizations and the Universities. She received replies from the Universities of the Free State, Natal and Pretoria.

The meeting agreed with the Secretary that the task of compiling the study material is enormous. She could not have the time to engage herself in the task. The organizations could post their findings directly to UNICEF Office.

7.5 Asian Regional Conference

The letter from the Asian Region was for the information of member associations.

7.6 General: Dr. Lambrechts, on behalf of the Council, wished the delegates to the IFSW Conference the best of luck and hoped that they would bring back fruitful results.

8. FINANCIAL REPORT

Dr. Heydorn gave the Report for the period 10th February, to 31st October, 1973, as follows:

<u>Income</u>		<u>Expenditure</u>	
White Social Workers' Assn.:			
Membership fee	R83,40	Stationery	R14,96
Donation	50,00	P.O. Box	2,50
		Postage	4,20
Social Workers' League		Typing	5,00
Membership fee	8,00	Balance	114,74
	141,40		141,40

On a suggestion by Prof. Eloff it was agreed upon to send a "solidarity" fee of R50 to IFSW. Mr. Mlotshwa reported that the Black Association will post its membership fee to the Secretary at the earliest opportunity.

The Secretary pointed out that the financial report has to be audited at the end of the year. Dr. Lambrechts said that someone has to be found who can do the work "pro deo." An approach will be made to Mr. Harvey in Cape Town.

9. REPORTS FROM MEMBER ASSOCIATIONS

9.1 Black Association

- (a) The Association held its Annual Conference during September in Pietermaritzburg. Members were urged to register with the National Welfare Board.
- (b) Concerned with the problem of the inhalation of intoxicating adhesives by the urban youth, the Association intends carrying out a survey on the extent of the problem. The data collected will be attached to a memorandum to be submitted to the Government Departments recommending restrictive sale of these harmful drugs.
- (c) The lack of institutional care/training for mentally retarded children was of grave concern to the Association. It was decided to refer the matter to the Council.

Dr. Lambrechts and Prof. Eloff stated that the problem is no better for the other racial groups.

The meeting decided that the Council should take up the matter with the National Council for Mental Health, Department of Bantu Administration, and the Administration of Coloured Affairs.

9.2 Social Workers' League of Western Cape

- (a) A successful Conference was held at the University of Western Cape during May, 1973. It was addressed by members of the various racial groups.
- (b) A new branch will be started in the new year.

Mr. Nteso mentioned the existence of a Transvaal Coloured Social Workers' Association and thought that the League should make contact with it. Mr. Whitby is the Chairman of the Transvaal Association. Miss Strydom stated that they know of the Association and approaches are being made towards closer liaison.

Prof. Eloff pointed out that with a view to expand, the League might have to change its name to accommodate social workers from other areas. Miss Strydom replied that the matter is already under consideration.

9.3 White Association

- (a) Mrs. Cerff has been appointed a permanent secretary as from next year. She will be moving to Cape Town.
- (b) A Code of Ethics has been compiled.
- (c) The Association has sent comments to the Select Committees on the Bills on Abortions and Sterilization and the Bill on Doctors, Dentists and Ancillary Professions.

9.4 Indian Association

Dr. Lambrechts received a letter from interested Indians asking for advice on how to form an association.

Prof. Eloff reported that the Durban and Pietermaritzburg branches of the White Associations have been requested to initiate moves for the formation of an Indian Association in Natal.

10. PUBLICATIONS

The Secretary reported having received the following publications from NASW:

- (a) Guidelines for the Assessment of Professional Competence in Social Work
- (b) By-laws of the NASW
- (c) Standards for Social Work Personnel Practices
- (d) The Asian Regional Seminar 1972 Report.

The publications will circulate among the member associations.

11. ALEXANDRA HOSTELS:

Mr. Nteso gave a brief report on the conditions in the hostels.

Dr. Lambrechts stated that the reports of the White Southern Transvaal and Black Johannesburg branches on the hostels were noted with appreciation. The recommendations of the reports were endorsed by the Council.

The Secretary will write to the authority in control of the hostels to let it take cognizance of the recommendations in the erection of other hostels in the area.

12. GENERAL

12.1 The Secretary reported on a letter received from the Department of Social Welfare and Pensions with a recommendation from the Social Work Commission that member associations encourage their members to undertake post-graduate studies.

12.2 The Secretary reported on a telephonic conversation she had with Mrs. J. Phakati who is employed by the Christian Institute in Community Work. Mrs. Phakati is a trained nurse and has been invited by the Vice-President of the African Region of IFSW to a Seminar to be held in Kenya during November.

The Chairman elaborated on the matter as Mrs. Phakati had first contacted the Black Association.

From the discussions which followed, it seemed that the Vice-President of the African Region was somehow ignorant of the existence of the Council even though she met the South African delegation in Holland in 1972.

It was decided that the Secretary write to Mrs. Menya giving her a picture of the organization of Social Work Associations in South Africa and that all matters pertaining to the IFSW should be referred to the Council.

13. NEXT MEETING

The next meeting will be held in Cape Town on the 20th April, 1974.

The Chairman thanked all the members present for their participation and wished everyone a safe journey home.

The meeting closed at 12.35 p.m.

S.S. KEKANA
Assistant Secretary

CHAIRMAN

Date

:lcv

SOUTH AFRICAN BLACK SOCIAL WORKERS' ASSOCIATION

CODE OF ETHICS

1. I believe that I am a member of a profession which strives to promote the social well-being of my fellow-man.
2. I believe in the worth of every person and his relative capacity for development worthy of a human being.
3. I believe that every human being should be given the opportunity to fulfil his human potential and that he should be able to rely on professional support and guidance if his own capacities are inadequate.
4. I recognize the right of every human being to make his own decisions in conducting his life within the framework of the standards of behavior accepted by society.
5. As a professional social worker, I will therefore strive:
 - (a) to conduct myself responsibly and with integrity.
 - (b) to place professional interests before my personal considerations.
 - (c) to use in a responsible manner, respecting the privacy of the people I serve, information gained in professional relationships.
 - (d) to respect the accepted institutions and codes of society as well as the laws of the land, and where necessary to suggest amendments in an appropriate manner.
 - (e) to co-operate in a positive professional manner with colleagues in my own and other professions.
 - (f) to achieve the highest possible standard in professional services.

DECLARATION

I do therefore solemnly undertake to service with dignity, honour, diligence and faith in this profession which I am making my own; to endeavour to promote and advance it; to be conscientious, sincere and unselfish in my work. I believe that it is my sacred duty to serve my fellow-man; I believe in the dignity of man; in his capacity for self-improvement; but I acknowledge and respect his ultimate right to self-determination.

WHITE SOCIAL WORKERS' ASSOCIATION OF SOUTH AFRICA

CODE OF ETHICS

I accept that each person has an eternal destiny and must be granted the opportunity to fulfil his human potential.

I accept that if man's capabilities are inadequate, he may call on professional aid and guidance.

I accept the right and duty of each person to decide on his way of life within the framework of dignity and responsibility.

I accept the uniqueness of each human being and undertake to treat and respect each one according to his particular nature and needs.

I solemnly undertake to serve this profession, which I am making my own in a dignified manner; and with honesty, zeal and confidence, and to maintain an irreproachable professional conduct, while at all times promoting a high standard of service.

I undertake to regard all information received in my professional relationships as confidential, and to use it in a responsible manner, for the benefit of those concerned.

I undertake to cooperate in a positive, unselfish and courteous manner with all colleagues and others striving towards the welfare of mankind and society.

DECLARATION

I, the undersigned, do hereby declare that I am a member of the White Social Workers' Association of South Africa and that I have accepted the Code of Ethics of the Association and will abide by its provisions. I further declare that I am a professional social worker and that I am qualified to practice in that capacity. I have signed this declaration in the presence of my fellow members and I have signed it in my own hand and in the presence of my fellow members.

THE RHODESIAN ASSOCIATION OF SOCIAL WORKERS - INFORMATION

IFSW had the opportunity to discuss with colleagues from Rhodesia the present situation of the Rhodesian Association of Social Workers. The Rhodesian Association of Social Workers is a truly multi-racial organization. The officers of the Association are elected on a fully democratic basis with African members having equal rights with European members. A list with name and race of the members is available in the office of IFSW. There are at present 1 Coloured, 26 African and 22 European Social Workers. In 1973, the Secretary of the Association was an African woman, but on account of pressure of work she was unable to carry on as secretary and an European woman was elected in her place.

For the future, a growing involvement of African members in this Association has to be foreseen, especially as most of the problems they are dealing with are those relating to the African community. The Association needs support and contacts from outside bodies. Therefore, the Association appreciates its membership of IFSW which gives it the badly needed information and also encouragement from other professional associations.

Furthermore, it is to mention that the School of Social Work of Rhodesia was accepted in 1973 as a full member of IASSW after investigation had been made about the racial composition of the students and staff of the School which is about 70% Africans.

Some activities of the Rhodesian Association of Social Workers:

- Meeting to consider the revival of the Association of Social Workers of Rhodesia, held on 26th October, 1972 in Salisbury
- Meeting of 25th January, 1973, with elections establishing of a future programme and fixing of subscription fees
- Meeting of 25th March, 1973: main theme was the membership of IFSW
- Meeting of 30th April, 1973, with decision about student's membership at a very modest subscription fee, establishing of future programme, e.g. talks to be given by members, seminars for social workers to be organized, two films to be shown to the Association (about drug abuse), etc. Important contacts made or to be established with other organizations, e.g. the Association of Psychologists about the Psychological Practices Act.
- Meeting of December 1973, with information regarding IFSW's planned meetings in Africa and the decision taken to pay the annual fees as requested by IFSW; report on the correspondence between the Rhodesian Association of Social Workers and IFSW. Fixing of new meetings; talk by a member from the University on "Making a Poverty Datum Line".

These few points are a summary of the activities undertaken by the Rhodesian Association of Social Workers. The entire documentation is available in the office of IFSW in Basle, copies will gladly be sent to you by the Secretary-General if you are interested in further details.

September 1974