

**ORGANIZATION OF
AFRICAN UNITY**

SECRETARIAT
P. O. Box 3243

ADDIS ABABA

**ORGANISATION DE L'UNITE
AFRICAINNE**

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CM/259

REPORT ON
THE INTERNATIONAL CONFERENCE OF MINISTERS
RESPONSIBLE FOR SOCIAL WELFARE



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RESPONSIBLE FOR SOCIAL WELFARE

I INTRODUCTION

1. One of the purposes of the Organization of African Unity as set out in Article II paragraph 1 (b) of the Charter is "to coordinate and intensify their co-operation and efforts to achieve a better life for the peoples of Africa." Consequently, manifold resolutions dealing with ways and means of accelerating social development on the continent have been adopted by the political bodies of the Organization of African Unity. Within the overall context of social development, the General Secretariat has spared no effort, however small it may have been, to study the various social development plans and legislations of African countries and associate its activities in any opportunity it was afforded to participate in meetings the deliberations of which had any bearing to the African situation be it in the area of youth organizations, trade unions and labour matters as well as social welfare.

2. In keeping with this constant effort to realize the goal of social development in Africa, the Organization of African Unity assisted in the organization and participated in the Conference of the African Ministers of Social Affairs which was planned by the government of the United Arab Republic and held in Cairo from 10 to 13 April 1967. The General Secretariat of the OAU submitted a report, document CM/168 (Part 7), on its participation in the Conference to the Ninth Ordinary Session of the Council of Ministers which was held in Kinshasa in September 1967. In the report the General Secretariat recommended, in conformity with the request of the Cairo Conference, the establishment of a small expert group to draft a harmonious African view on Social Welfare and defend it during the planned International Conference of Ministers Responsible for Social Welfare.

3. The Ninth Ordinary Session of the Council of Ministers considered the Secretariat's report and recommendation and adopted CM/Res.128 (IX) (Annex I) authorizing the Secretary General to invite an expert Committee

composed of members from Congo (Kinshasa), Kenya, Madagascar, Mali, United Arab Republic and Zambia to draft an African platform vis-a-vis the International Conference. Thus, the General Secretariat invited the above members of the Experts Committee and the meeting was held in Addis Ababa, from 8 to 12 July 1968. The agenda is attached here as annex II. The report of the Secretariat on this meeting and the Recommendations of the Experts Committee, document CM/231 (Part 6) was immediately dispatched to member States and further submitted to the Eleventh Ordinary Session of the Council of Ministers in Algiers in September 1968. The Recommendations of the Experts Committee is attached to this report as annex III.

4. In addition to empowering the Secretary General to invite a meeting of experts operative paragraph 2 of CM/Res.128 (IX) further authorized him to take part in the International Conference of Ministers Responsible for Social Welfare with a view to coordinating the activities of the African participants in the Conference. Hence the Secretary General delegated the Coordinating Officer in the Economic and Social Affairs Department to represent him at the International Conference in executing the tasks entrusted to him in accordance with operative paragraph 2 of CM/Res.128(IX).

II ORGANIZATION OF THE CONFERENCE

5. The International Conference of Ministers Responsible for Social Welfare was convened in accordance with a resolution adopted by the forty-first session of the Economic and Social Council of the United Nations. The resolution, Resolution 1140 (XLI), among other things, decided that the Conference should consider the role of social welfare in national development and identify common elements in social welfare function and to this end specified the following main objectives:

- "(a) The formulation, for social welfare programmes and related aspects of social development activities at the local level, of principles based on an analysis of varying national experiences;
- (b) The promotion of the training of manpower for social welfare;
- (c) The formulation of recommendations on further action by the United Nations in the Social Welfare field;"

6. In preparation for the Conference and in accordance with Council Resolution 1140 (XLI) the Secretary General of the United Nations appointed a Preparatory Committee of nine experts in the organizational arrangements and substantive preparation for the International Conference. Among other things the Preparatory Committee reviewed the provisional agenda and Rules of Procedure. Moreover, the Committee recommended that the substantive items of the agenda should be discussed in Technical Commissions and then debated in the Plenary. Thus four Technical Commissions were established.

7. As for the OAU Member States, prior to the opening of the International Conference the African group at the United Nations held a meeting to review the recommendations of the OAU Experts Committee and prepare for the pre-conference meeting of the African participants which was scheduled for 2 September 1968. Consultations were initiated with members of the other regional groups regarding candidatures for the various offices in the International Conference. Moreover the African group noted that the Organization of African Unity was not invited to attend the International Conferences and, therefore, decided that an effort should be made to have the OAU representative sit in as an observer. Consequently, the African group authorized their Chairman for the month, Ambassador of Zambia, and the OAU representative to consult with the Secretary General of the United Nations to see the possibility of seating the OAU representative as an observer. When this was undertaken the Secretary General of the United Nations expressed his regret for the OAU having not been invited and explained further that it was due to the fact that Council Resolution 1140 (XLI) had specified the organizations which were to be invited and that the OAU was not included. Nevertheless the Secretary General expressed his willingness to have the OAU representative participate as an observer and to that effect instructed the Conference officers. As a result, the OAU representative participated in the Conference as an observer which facilitated his association with the work of the African Group.

8. Then in accordance with OAU Experts Committee recommendation Part E paragraph II the African delegates to the Conference held a meeting on 2 September 1968. Firstly, the delegates were informed that the OAU delegate was going to participate as an observer in accordance with the consultations undertaken with the Secretary General. Secondly, the

delegates were informed regarding the various candidatures from the various regions and the consultations that were undertaken in order to come to an agreement with the other regions. The delegates then reviewed the various candidatures and endorsed the following African candidates to the various officers:

- a. H.E. Mr. H.D. BANDA (Zambia
Vice-President of the Conference
- b. Mr. Y. DARWISH (UAR)
Chairman, Technical Commission II
- c. Mr. D. AQUAH
Rapporteur, Technical Commission IV

These endorsements for the offices were in line with Experts Committee Recommendation Part E paragraph (III).

9. Finally, the International Conference of Ministers Responsible for Social Welfare was held from 3 to 12 September 1968 at the United Nations Headquarters in New York. It was attended by eighty-eight delegations among which were twenty-one African countries. There were, moreover, many agencies and international organizations. The African countries represented were the following: Algeria, Chad, Congo (Democratic Republic of), Ethiopia, Ghana, Lesotho, Libya, Mali, Mauritania, Morocco, Nigeria, Rwanda, Sierra Leone, Sudan, Togo, Tunisia, Uganda, United Arab Republic, United Republic of Tanzania and Zambia. It should be noted here that the number of the African participants was greatly enhanced by the recommendation of the Experts Committee Part E paragraph (I) and the subsequent note of the General Secretariat to all Member States urging them to attend the International Conference. Further, some members of the OAU Experts Committee were included in the national delegations in accordance with recommendation Part E, paragraph (IV).

10. The Conference was opened by the Secretary General of the United Nations. After having adopted its Rules of Procedure the Conference elected its officers with H.E. Mr. G. Feleciano of the Philippines as President. All the African candidatures as endorsed above were elected to the various offices.

11. The Conference adopted a thirteen point agenda, included in the report, and established four Technical Commissions to prepare for the discussions in the Plenary Session of the four substantive items which were the following:

- a. Social Welfare within the Framework of National Development
(Technical Commission I)
- b. Government Responsibility for Social Welfare
(Technical Commission II)
- c. Meeting Manpower Needs for Social Welfare
(Technical Commission III)
- d. International Co-operation in the Social Welfare Field
(Technical Commission IV)

The members of the Technical Commissions were senior advisers accompanying the representatives. Each state was entitled to a vote in one Commission only. The African delegates participated in the Commissions as follows:

Technical Commission I

Sierra Leone, Togo

Observers: Nigeria, UAR.

Technical Commission II

Algeria, Libya, Nigeria, Rwanda, Sudan, Tunisia, Uganda, UAR
and Zambia.

Observers: Congo (Democratic Republic of)

Technical Commission III

Ethiopia, Lesotho

Observers: Ghana, Congo (Democratic Republic of) Libya, Rwanda, Sudan,
Zambia.

Technical Commission IV

Ghana, Mali, Tanzania

Observers: Ethiopia, Nigeria, Rwanda, Tunisia, UAR, Zambia.

III FINDINGS AND CONCLUSIONS OF THE CONFERENCE

12. Each of the Four Technical Commissions discussed one of the substantive items of the Agenda and submitted a draft report to the Plenary Session. Each of the reports was extensively debated by the Plenary and the final document containing findings and conclusions of the conference as adopted unanimously is now attached here as annex IV. Furthermore, the only resolution adopted at the conference and requesting the Secretary General of the UN to present the report of the Conference to the Twenty-third session of the General Assembly and inclusion of the item on the agenda of the forty-fifth session of the Economic and Social Council is now found at the end of the final document of the Conference.

IV OBSERVATIONS OF THE GENERAL SECRETARIAT
OF THE ORGANIZATION OF AFRICAN UNITY

13. It would be recalled that the OAU Experts Committee Recommendations were based upon an agenda consisting of the substantive items of the agenda of the International Conference. In fact the OAU Experts Committee Recommendations were particularly requested by the Drafting Committees. It is now, appropriate to make some observations as to what extent these Recommendations were taken into account in view of the findings and conclusions of the Conference of Ministers Responsible for Social Welfare.

A. Social Welfare within the Framework of National Development

14. The OAU Experts Committee Recommendations contained detailed outlines of objectives and principles with regard to this item. The African Group at the International Conference, therefore, on that basis decided that in a nutshell they would pursue the objectives and principles that:

- a. Africa must reject a definition of progress the primary objective of which is to increase the tangible wealth of the continent without taking due account of the full development of the people.
- b. popular organizations play a basic role in the leading activities of social development. The participation of citizens in the process of social development is essential.
- c. in setting priorities of social welfare services the following criteria should be observed: programmes that accelerate economic development; programmes that reach the largest number of people; development and preventive projects rather than therapeutic ones; programmes that promote self-help and allow for popular participation; programmes with a comprehensive approach; programmes with a realistic approach rather than those of prestige.

15. When taking these into account and the details of OAU Expert Committee's Recommendation one notices that the African view was in fact clearly taken into consideration in the conclusions of the World Conference. Thus as can be seen from the Report it was stated that "the Conference gave emphasis to the principle that the objectives of national development everywhere were designed to enhance the well-being of people by raising their level of living, by ensuring social justice and

a more equitable distribution of the national wealth and by enhancing the opportunity of the people to develop their highest capacities as healthy, educated, participating and contributing citizens." Furthermore in giving recognition to the place of man in development it stressed that the function of development in social welfare is fundamentally "the development of human resources." Again, in conformity with point (c) "the Conference laid particular stress on the high priority which should be accorded the developmental and preventive functions" of social welfare programmes. Finally, in conformity with the OAU Experts Recommendation the Conference stressed that "to achieve an appropriate balance social welfare policy needed to be consciously wrought within the framework of total national planning."

B. Government Responsibility for Social Welfare

16. As concerns this topic the OAU Experts Committee Recommendations could be summarized as follows:

- a. The government is responsible for all national social welfare planning, policy, programming and integration of national efforts directed towards this end.
- b. Preferably, all social welfare services should be concentrated in one Ministry.

17. Here again the World Conference generally adopted a view very similar to that of the OAU Experts and advanced by the African group. Hence, the report states that "the Conference endorsed the principle that it was the primary responsibility of the government to ensure that the social welfare services needed by the population were made available in the context of the country's over-all social and economic planning". It continued that "each government should provide the leadership required for involving national and local authorities voluntary organizations and the people themselves in concerted effort towards the development of effective social welfare policy." As for responsibility for social welfare service, the OAU Recommendation stated that where it was not possible to concentrate all the services in one Ministry, it was essential for an adequate coordinating machinery to be established. The World Conference, basically of the same opinion, concluded that "whether centralized in one ministry or distributed among several ministries, with appropriate coordinating arrangements, it was essential that such responsibility be clearly

located within the government".

C. Meeting Manpower Needs for Social Welfare

18. The shortage of manpower for social welfare services and the urgency to ascertain the requirements constituted the basic concern in the OAU Experts Committee Recommendations. Besides calling for a unified national training scheme the Recommendations further envisaged the establishment of sub-regional institutions with the assistance of international services.

19. Here again the International Conference formulated conclusions along the same lines. As regards the needs, the International Conference "stressed the importance of assessing social welfare manpower requirements in all countries." Further, the Conference noted the shortcomings in social welfare areas in the developing countries be it in the area of training, personnel and social statistics, and stressed the need for greater international assistance for the countries concerned.

D. International Cooperation in Social Welfare

20. This subject was of paramount importance to the developing countries. In fact many of the shortages realized under Manpower needs for social welfare activities were directed to find them solutions in the area of international cooperation. Hence the OAU Experts Committee Recommendations stressed the need for greater International Cooperation for overcoming these handicaps. Thus the Recommendations called for more adequate UN financial assistance for the implementation of social programmes. Moreover it envisaged the launching of extensive surveys and research relevant to the social problems in Africa with the help of regional and international bodies. Furthermore, greater African cooperation under the auspices of regional bodies, such as the ECA in Africa, as well as inter-Agency coordination to facilitate implementation of UN programmes was encouraged.

The International Conferences adopted conclusions which were in agreement with the OAU Experts Recommendations. While stating that priorities in the UN programmes of international cooperation should reflect the role of social development policies as an essential part of the strategy for development, it also emphasized that "international cooperation should continue to play a basic role in assisting each country to achieve progress in social welfares" and that "resources

available to both the developing countries and the United Nations for that purpose should be increased." As regards the OAU Recommendations that the Standing Committee on Social Welfare and Community Development set up by the ECA in 1962 should be reinstated, the Conference had a general recommendation with a bearing on this. This was that "greater emphasis should be given to the programme orientation and organizational arrangements which would allow the regional economic commissions to play their strategic role fully in the development of social welfare policies and cooperation in their region." The recommendation in fact went farther and suggested that "the appropriate bodies of the United Nations should consider the possibility of designating these commissions as economic and social.

21. Finally, the Conference, as an impetus to international cooperation, expressed the wish that "this Conference of Ministers Responsible for social welfare should be followed by other world-wide and regional meetings to be convened as and when appropriate, in cooperation with or under United Nations auspices, for the exchange of ideas and experience and with a view to further social welfare progress in the various countries of the world."

IV CONCLUSIONS

22. The above observations have been only a brief example of the fact that the Recommendations of the International Conference are very much along the lines of the OAU Experts Committee Recommendation. Whereas, however, the OAU Recommendation specifically often refer to Africa the International Conference by virtue of its nature viewed these specific problems in the international context. However that may be, the General Secretariat has all the reasons to believe that the objectives and principles set forth in the OAU Experts Committee Recommendation has helped the African Group at the International Conference and that their views influenced its findings and conclusions.

23. Thus, both the OAU Experts Committee Recommendations and the report of the World Conference deserve the endorsement of the Council as well as a continued attention and study by all Member States of the OAU. Furthermore, such meetings on Social Welfare both at the Continental level and at the international level as envisaged by the International Conference are worth encouraging for in the final analysis exchange of ideas and experience would foster progress through cooperation.

COUNCIL OF MINISTERS
Ninth Ordinary Session
Kinshasa - September 1967

CM/Res.128(IX)

RESOLUTION ON SOCIAL AFFAIRS AND COMMUNITY DEVELOPMENT

The Council of Ministers of the Organization of African Unity, meeting in its Ninth Ordinary Session at Kinshasa, Congo from 4 to 10 September 1967,

Recalling that a conference of Ministers for Social Affairs of the States on the African Continent was held at Cairo from 10 to 15 April 1967, the General Secretariat of the Organization of African Unity having sent an invitation to all Member States, and that 26 Member States attended the meeting;

Noting that the Conference discussed, in addition to the objectives and policies relating to social affairs, the harmonization of African view-points on social affairs and community development, in view of the World Conference which will be convened by the United Nations in the first half of 1968, and that it unanimously decided to approve the suggestion that it should approach the General Secretariat of the OAU with a view to setting up a small committee of experts responsible for co-ordinating view-points and preparing an African platform for the forthcoming World Conference;

Authorizes the Secretary-General of the Organization of African Unity:

1. To act upon the suggestion made by the Conference of Ministers for Social Affairs, and invite an expert committee composed of officers of the conference representing the Congo (Kinshasa), Kenya, Madagascar, Mali, the United Arab Republic and Zambia, to meet at Addis Ababa before the World Conference is held and prepare a common and harmonious African position;

CM/Res.128(IX)

2. To take part in the forthcoming World Conference on Social Affairs, and Community Development in order to help the Member States of the Organization of African Unity to co-ordinate their activities in safeguarding a common African position at the World Conference.

Organization of African Unity
Meeting of Experts on Social Affairs
and Community Development
Addis Ababa, 8 - 13 July, 1968.

AGENDA

1. a) Opening of the Meeting
b) Election of Officers
c) Adoption of the Agenda and Organization of Work
2. Consideration of the Agenda of the Conference of Ministers
Responsible for Social Welfare:
 - a) Social Welfare within the framework of National
Development.
 - b) Government responsibility for Social Welfare
 - c) Meeting manpower needs for Social Welfare
 - d) International co-operation in the Social Welfare field
3. Adoption of the final report and recommendations.

Meeting of Experts on Social Welfare
and Community Development
Addis Ababa, 8 - 12 July, 1968

1 Introduction

1. Africa is a continent of abundant natural resources and immense potentiality. The strength and power of Africa do not only rest in its natural resources and potential wealth; they are inherent in the African man, Africa's greatest asset. Therefore, the decisive action of Africa should be the development of the African Community and the liberation of the gigantic potentialities of the African man.

2. Although social development rests on an economic basis that endeavours to increase material resources, its ultimate goal is to promote the best possible opportunities for human development and well-being of society. Without this human factor, all natural resources will continue to remain where they have been and will not be duly exploited for national progress. The efforts of the African countries that have embarked upon national development may find themselves seriously hampered unless adequate provision is made to develop the very human resources upon which economic development depends and whose interest economic development must promote. Therefore, to avoid lop-sided development, African governments should be determined that, at this stage, their social development programmes will serve as essential instruments for the exploitation of natural resources and promotion of natural wealth. Furthermore, the African continent must be assured of an equitable position with respect to international trade, particularly as regards its primary products, if its developmental goals are to be realized.

3. Africa cannot afford to spend as much time as the developed countries did to create a better society. The industrial society characterizing our modern era, does not only imply the predominance of industry, but it means the existence of a society adapted to industry. Its solutions to social problems, needs and services cannot be taken blindly as a panacea for Africa. It is a matter of urgency to examine the tradition and experiences of Africa to find adequate answers and solutions.

4. The achievements realized in Africa today, as well as the general progress made in social welfare and community development activities has been so encouraging that a Conference of the African Ministers of Social Affairs was organized in April 1967 by the Government of the United Arab Republic within the framework of the OAU. The purpose of this conference was to proceed to a reciprocal exchange of experience and knowledge acquired by African countries after serious studies had been effected on the progress of those countries in the fields of social welfare and community development. A resolution was adopted by the conference requesting the OAU to invite an expert committee to prepare, on the basis of the reports and debates heard in the Cairo Conference, a common and harmonious African position to be adopted at the World Conference of Ministers of Social Affairs which is going to be held in New York in September 1968.

5. The Council of Ministers of the OAU at its Ninth Ordinary Session in Kinshasa, Congo in September 1967 adopted a resolution 128(XI) authorizing the Secretary-General of the OAU to act upon the suggestion made by the Cairo Conference and invite an expert committee composed of officers representing the Congo (Kinshasa), Kenya, Madagascar, Mali, the United Arab Republic and Zambia.

6. The expert committee held its meeting in Addis Ababa during the period from 8 - 12 July, 1968.

II ORGANIZATION OF THE MEETING

A. Opening and duration of the Session

1. The meeting was held at Africa Hall, Addis Ababa under the auspices of the General Secretariat of the Organization of African Unity, from 8 - 12 July, 1968.

2. Mr. Gratien Pognon, Assistant Secretary-General of the OAU and the representatives of the General Secretariat formally opened the meeting. Following Mr. Riby-Williams, Director of the Department of Social Development addressed the meeting as the representative of the ECA.

B. Attendance

Six African States attended the meeting as member and were represented by twelve delegates. The ECA and the OAU were represented by three observers.

C. Election of Officers

At its first meeting on the 8th July, 1968, the Experts Committee unanimously elected the following officers:- Chairman: Mrs. Lopez, Directrice Chef Services des Affaires Sociales, (Congo-Kinshasa); Rapporteur: Mrs. E.M. Ankrah, Senior Social Welfare Officer (Kenya).

D. Meeting

The experts committee held seven plenary meetings. Under the able chairmanship of Mrs. Lopez, and working from 9.30 a.m to 1.00 p.m and of the agenda by the end of the fifth meeting.

E. Agenda

At its first meeting the Experts Committee considered the Provisional agenda prepared by the General Secretariat of the OAU and it was approved.

III. RECOMMENDATIONS

A. SOCIAL WELFARE WITHIN THE FRAMEWORK OF NATIONAL DEVELOPMENT

At its second meeting, Tuesday, July 9th the Committee considered item 2 (a) of the agenda. The Committee had before it the statement submitted by the Secretariat of the Economic Commission for Africa entitled "Social Welfare in Africa" and the OAU Report of the Meeting of African Ministers of Social Affairs, held in Cairo, April 1967. The members of the Committee discussed this item and agreed on the following recommendations:-

- a. Africa is witnessing tremendous change in basic political, social and economic structures that require new ways and new institutions for meeting the demands of a changing society.
- b. The progress achieved by countries who proceeded Africa in the path of development is neither a pattern that cannot be altered, nor the only path likely to lead to progress. Social development in Africa should emanate from a context of its condition, history, tradition, values and actual being both in terms of place and time.

- c. Man and development of human resources must be at the centre of planning for development; Africa must reject a definition of progress, the primary objective of which is to increase the tangible wealth of the continent without taking due account of the full development of the people.
- d. Social development and economic progress are two integral elements constituting one whole. The emphasis on social development constitute a challenge that should be taken up in order to plan an economic policy in keeping with, and likely to lead to maximum social advancement.
- e. Social welfare programmes do not constitute an exclusive field outside the overall field of social development.
- f. The objectives of social welfare services and community development programmes in Africa should be considered as follows:-
- (i) Eradication of illiteracy, extension and improvement of general and vocational education and training at all levels and provision of educational and cultural facilities for all sectors of the population.
 - (ii) Ensuring the right of every one to work, the elimination of unemployment, raising of levels of employment in both rural and urban areas, ensuring just and favourable conditions of work, improvement of per-capital income, reduction and elimination of inequalities in income structures and the achievement of equitable distribution of national wealth among rural and urban populations.
 - (iii) Improvement of standards of health and extension of adequate health services to meet the needs of the whole population.
 - (iv) Elimination of hunger and raising of levels of nutrition.
 - (v) Improvement of housing conditions and community services especially among low income groups.
 - (vi) Provision of social welfare services and comprehensive social security schemes to maintain and improve the standards of living of the whole population.

- (vii) Elimination of conditions leading to crime and juvenile delinquency.
- (viii) Encouraging the rapid expansion of industrialization with adequate provision for its social aspects, elimination of social obstacles to rapid economic development.
- (ix) Helping individuals and groups meet their changing needs and aspirations in order to undertake their inevitable role in the struggle for development.

g. The principles of social welfare services and community development programmes should encompass the following:-

- (i) The process of development is an overall process of change and growth. Social development requires an integrated and balanced approach to all aspects of the well-being of members of society, together with the necessary changes to be introduced in the social structure to reach this end.
- (ii) Social welfare services should ensure an improvement in the existing social situation as a whole, the growth of the social well-being of each individual and of his spiritual and cultural development.
- (iii) Social development requires better utilization and mobilization of human resources; it further calls for encouraging creative initiative and full participation of all peoples in a joint endeavour to strive for common goals.
- (iv) Social development provides for economic development a driving force through which it could be pursued effectively.
- (v) The basic elements which should guide social development are the awareness of people's needs, and adoption of scientific methods in both planning and implementation.
- (vi) Popular organizations play a basic role in the leading activities of social development. The participation of citizens in the process of social development is essential.

- h. In Africa where 90% of the population live in rural communities, priorities should be set which promote rural development, these should be in the following order: the community approach, the group approach, material assistance approach and social welfare with special groups.
- i. In setting those priorities of social welfare services the following criteria should be observed:- programmes that accelerate economic development, programmes that reach the largest number of people; developmental and preventive projects rather than therapeutic ones; programmes that promote self-help and allow for popular participation; programmes with a comprehensive approach (Community as a unity); programmes with a realistic approach, rather than programme of prestige.
- j. Projects which can contribute to the financing of Programmes and those that aim at overcoming social blocks which delay economic development should receive due consideration.
- k. Programmes should be flexible and subject to continuous evaluation and should be adopted to changing conditions.
- l. Obstacles hampering the release of human energies in social development are as follows:
- (i) Racial discrimination
- Social development cannot be achieved unless racial discrimination in Africa and throughout the world is fully eliminated.
- (ii) Sex-inequality
- Discrimination based on sex is considered unjustified.
- (iii) Illiteracy
- This constitutes a sworn enemy to social development, considered as a veil hiding human energies. Further, illiteracy is against democracy and consequently against social development.

(iv) Population growth

The tremendous increase in the growth of population in several parts of the world could seriously affect the gains derived from social and economic development.

(v) Capital concentration

The concentration of capital in the hands of a minority constitutes an obstacle to social development and should be limited through the Organization of various activities in the fields of agriculture, commerce and industry.

B. GOVERNMENT RESPONSIBILITY FOR SOCIAL WELFARE

At its third meeting on Tuesday 9th July the committee considered item 2 (b) of the agenda. The representatives of the ECA and the OAU presented this item. The members of the Committee discussed it and agreed on the following recommendations:-

- a. Social development would be meaningless if it takes place in a society dominated by exploitation and social injustice and that without social justice there can be no social development.
- b. Social change which is desired for Africa cannot be attained through legislation alone. The influence of law can only be felt through social action that paves the way for its real implementation.
- c. The Government is responsible for all national social welfare planning, policy, programming, and integration of national efforts directed towards this end.
- d. Preferably, all social welfare services should be concentrated in one ministry, but where it is necessary for these services to be distributed between several ministries and departments, it is vital that adequate planning and co-ordinating machinery should be established.
- e. The need for the co-ordination of Government and private agencies welfare activities are deemed essential. The Governments should provide the framework in which all agencies in the welfare field could operate.

- f. Social welfare activities could best be enhanced when the creative initiative and full participation of the masses are encouraged and utilized in joint endeavour based on mutual action and co-operation.
- g. The Government has the responsibility to anticipate problems subsequent to economic and social development and to initiate activities geared towards solving them, and to determine which services can best facilitate development and which areas can be left to the non-governmental sector.
- h. The decentralized administrative structures for all social welfare activities would facilitate implementation of plans.

C. MANPOWER NEEDS FOR SOCIAL WELFARE

At its fourth meeting on Wednesday July 10, 1968, the Committee considered Item 2 (c) of the Agenda. The representatives of the ECA and the OAU presented this item. The members of the Committee discussed it and agreed on the following recommendations:-

- a. There is urgent need for both African Governments and international agencies to ascertain the manpower requirements in the social service field in order to enable due recruitment and training actions to be taken for successful implementation of social welfare programmes.
- b. Changing demands for social welfare personnel can be gauged by the new tasks social workers are required to do.
- c. Unified national training programmes are lacking in most of the African countries. Governments should take the necessary action to see that these situations are corrected.
- d. It is preferable particularly at the initial stages that training for social welfare should take place within the same environment in which the trainees will be expected to work.
- e. African governments should develop closer co-operation and communications between training institutions of social work and establishments of allied disciplines with the purpose of creating better understanding ensuring co-operative action in the field.

- f. The establishment of sub-regional institutions with the assistance of multilateral and bilateral sources would be one approach to solving the problem of manpower needs particularly in the higher professional levels.
- g. Inter-African technical assistance is a way out of the problem faced by many African countries that cannot provide for their manpower needs for social welfare programmes.
- h. Studies on indigenous teaching materials as well as on contents and methods of social work education should involve what is suitable for African conditions and needs.
- i. The present dearth of African indigenous teaching materials should be rectified if the wealth of materials based on local practices and on hand in the African governments and voluntary agencies files are to be fully utilized for training purposes.
- j. Inter-African co-operation should be utilized as a solution to the need to recruit experts for social welfare work. Whenever technical assistance is required African personnel from the region should be recruited.

D. INTERNATIONAL CO-OPERATION IN SOCIAL WELFARE FIELD

At its fifth meeting on Wednesday 10th July the Committee considered Item 2 (1) of the agenda. The representatives of the ECA and the OAU presented this item. The members of the Committee discussed it and agreed on the following recommendations:

- a. It is important to create within the United Nations a more effective device for creating a greater world recognition of the the social field.
- b. It is necessary to have more adequate United Nations financial resources for the implementation of social welfare programmes in Africa; assistance should be geared to solve fundamental problems.

- c. The social programmes of United Nations Specialized Agencies should be co-ordinated and should collaborate in their implementation with inter-agency co-ordination and inter-disciplinary co-operation.
- d. Recognizing the important role of the United Nations regional Economic Commissions for Africa and the great benefit that has derived from co-operation between ECA and OAU inter African co-operation in the social field should be encouraged under the auspices of ECA and OAU.
- e. It is necessary that the Standing Committee on Social Welfare and Community Development which had been set up by ECA in 1962 but which appears to have ceased functioning should be reinstated to provide the necessary advice and direction to the Social Development Programmes of ECA.
- f. Any bilateral assistance either from Governments or private organizations should be channelled through the U.N. or its Specialized Agency or the OAU.
- g. The United Nations experts sent to Africa should whenever possible be of African origin, and have a national counterpart.
- h. It is important to have adequate co-operation between African States for an effective utilization of Social Welfare resources.
- i. More African co-operation is needed in the fields of social welfare services such as regional training centres, exchange of experts, study tools and the introduction of a social welfare journal to facilitate exchange of information.
- j. Existing research centres in Africa should launch extensive surveys and conduct research relevant to the social problems of Africa with the help of regional and international bodies where required.

E. AFRICAN REPRESENTATION AT THE WORLD CONFERENCE ON
SOCIAL WELFARE IN NEW YORK 3 - 12 SEPTEMBER 1968.

At its Sixth Meeting on Friday, 12 July, 1968, the Committee discussed the above items. The following recommendations were made based upon the general debate on the morning of 10th July, 1968:

- (i) Due to the fact that so far only eight member States of the OAU have officially indicated their participation in the world Conference, and realizing the importance of this first World Conference on Social Welfare, the General Secretariat of the OAU is requested to contact urgently all the African governments who have not responded and urge them to attend the World Conference.
- (ii) The General Secretariat of the OAU is moreover requested to convene a meeting of the African delegates on 2 September 1968 in New York for a review of the strategy to be pursued during the World Conference.
- (iii) It is recommended that Africa should seek at least the Chairmanship of one Commission, one vice-chairman, and one Rapporteur of one of the four technical commissions that will be established by the Conference. The OAU is further requested to contact member governments to have the names and qualifications of their nominees for the different posts on the Commission.
- (iv) It is considered useful to have members of the Experts Committee included in the national delegations to the World Conference.

REPORT OF THE INTERNATIONAL CONFERENCE OF MINISTERS
RESPONSIBLE FOR SOCIAL WELFARE

Held at United Nations Headquarters from 3 to 12 September 1968

I. ORGANIZATION OF THE CONFERENCE

1. The International Conference of Ministers Responsible for Social Welfare was held from 3 to 12 September 1968 at United Nations Headquarters in New York, in accordance with resolution 1140 (XLI) of the Economic and Social Council, which stated that the Conference "should be devoted to an examination of the role of social welfare programmes in national development, identifying common elements in social welfare functions, with the following objectives: (a) Formulation of principles for social welfare programmes and related aspects of social development activities at the local level based on an analysis of varying national experience; (b) Promotion of the training of manpower for social welfare; (c) Recommendations on further action by the United Nations in the social welfare field".

2. The Conference was attended by eighty-eight delegations representing the following countries: Afghanistan, Algeria, Argentina, Australia, Austria, Barbados, Belgium, Brazil, Bulgaria, Burma, Byelorussian Soviet Socialist Republic, Canada, Ceylon, Chad, Chile, China, Colombia, Congo (Democratic Republic of), Cyprus, Denmark, Dominican Republic, El Salvador, Ethiopia, Finland, France, Germany (Federal Republic of), Ghana, Greece, Honduras, India, Indonesia, Iran, Iraq, Ireland, Israel, Italy, Jamaica, Japan, Jordan, Kuwait, Lebanon, Lesotho, Libya, Malaysia, Mali, Malta, Mauritania, Mauritius, Mexico, Morocco, Nepal, Netherlands, Nicaragua, Nigeria, Norway, Pakistan, Peru, Philippines, Poland, Portugal, Republic of Korea, Romania, Rwanda, San Marino, Saudi Arabia, Sierra Leone, Spain, Sudan, Sweden, Switzerland, Syria, Thailand, Togo, Trinidad and Tobago, Tunisia, Turkey, Uganda, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republic, United Arab Republic, United Kingdom, United Republic of Tanzania, United States of America, Uruguay, Venezuela, Viet-Nam (Republic of), Yugoslavia and Zambia. Cambodia, Cuba, Czechoslovakia, Holy See, Hungary, Guatemala, New Zealand and Panama were represented by observers.

3. The Economic Commission for Africa, the World Food Programme, the United Nations Children's Fund, the International Labour Organization, the Food and Agriculture Organization of the United Nations, the United Nations Educational, Scientific and Cultural Organization and the World Health Organization were represented at the Conference.
4. The League of Arab States, the Organization for African Unity and the Organization of American States were represented by observers.
5. The following non-governmental organizations in consultative status with the Economic and Social Council had sent observers to the Conference: International Confederation of Free Trade Unions, International Co-operative Alliance, International Union of Local Authorities, International Organization of Employers, Inter-Parliamentary Union, World Federation of Trade Unions, World Federation of United Nations Associations, World Veterans Federation, International Society for Rehabilitation of the Disabled, International Council on Social Welfare, International Association of Schools of Social Work, Catholic International Union for Social Service, International Federation of Social Workers, International Union for Child Welfare, International Social Service, International Union of Family Organizations, International Council of Women and Women's International Democratic Federation.
6. The Conference was opened by the Secretary-General of the United Nations. After having adopted its rules of procedure, the Conference elected Mr. G. Feliciano (Philippines) as President of the Conference, Mr. I.C. Bauer (Argentina), Mr. P. Blajovici (Romania) and Mr. H.D. Banda (Zambia) as Vice-Presidents and Mr. G. Hendriks (Netherlands) as Rapporteur-General.
7. The Conference adopted the following agenda:
 1. Opening of the Conference
 2. Election of the President
 3. Adoption of the Rules of Procedure
 4. Election of the Vice-Presidents and Rapporteur
 5. Adoption of the agenda
 6. Report on credentials
 7. Appointment of drafting committee

8. Appointment of technical commissions
9. Social welfare within the framework of national development
10. Government responsibility for social welfare
11. Meeting manpower needs for social welfare
12. International co-operation in the social welfare field
13. Conclusions and recommendations of the Conference

8. The Conference established four Technical Commissions, to prepare the discussions in plenary sessions of the main agenda items. The members of the Technical Commissions were senior advisers accompanying the representatives. Technical Commission I (Social Welfare Within the Context of National Development) elected Mr. J. Willard (Canada) as Chairman and Mr. M. Stupar (Yugoslavia) as Rapporteur. Technical Commission II (Government Responsibility for Social Welfare) elected Mr. Y. Darwish (United Arab Republic) as Chairman and Mrs. W. Hewitt (Jamaica) as Rapporteur. Technical Commission III (Meeting Manpower Needs for Social Welfare) elected Miss H. Junqueira (Brazil) as Chairman and Mr. H. Friis (Denmark) as Rapporteur. Technical Commission IV (International Co-operation in Social Welfare) elected Mr. N. Sundaram (India) as Chairman and Mr. D. Acquah (Ghana) as Rapporteur.

9. The report of the Credentials Committee was approved by the Conference. The delegations of Byelorussian Soviet Socialist Republic, France, Mali, Poland, Romania, Tanzania, Ukrainian Soviet Socialist Republic and the Union of Soviet Socialist Republics expressed their reservations on the validity of the credentials presented on behalf of the delegation of China and requested that their position be recorded in the report of the Conference.

10. The final document of the Conference, contained herein was unanimously adopted.

II. FINDINGS AND CONCLUSIONS OF THE CONFERENCE

11. The ministers responsible for social welfare participating in the Conference affirmed their commitment to the goal expressed in the Preamble of the United Nations Charter "to promote social progress and better standards of life in larger freedom". In so doing, they underlined their conviction that social welfare was of fundamental significance in furthering

this goal in all countries of the world, at whatever stage of development. At the same time, they recognized that respect for human rights and individual freedoms and the avoidance of any kind of discrimination constitute the indispensable basis of all social welfare development.

12. The draft Declaration on Social Development now before the General Assembly of the United Nations places the social aspects of development in their proper perspective. The Conference welcomed these approaches to national development. It also reaffirmed that social progress was the ultimate aim of development. It should be stressed that social policy and programmes, while directly contributing to the fulfilment of this aim, are at the same time major instruments for furthering national development as a whole. It should also be stressed that social development could only be promoted and safeguarded if based on parallel economic development.

13. The Conference expressed the earnest hope that the expected adoption of the draft Declaration on Social Development would significantly strengthen the developmental policies to be pursued by Governments and by the international community during the second United Nations Development Decade. The Conference expected that the subsequent consideration by the General Assembly of a Charter for Development would provide the broad framework into which the social aspects of an integrated development strategy would fit.

Social welfare within the context of national development

14. The Conference had no doubt that a unique opportunity now existed for social welfare to make its full impact felt in national development. Given the firm resolution of national leaders in the social field, and particularly the ministers responsible for social welfare, to make sure that the social elements in development are given proper emphasis in overall policy and planning, social welfare could fulfil its potentialities, as yet only partially realized at best, to enhance the quality of human life and social solidarity and contribute to fundamental national development goals.

15. There was at present no international uniformity in patterns of social welfare. To a certain extent the combination of organizational structure, programmes, services and manpower provisions were different in each country, and would vary within each country in relation to its stage of development. There were also major distinctions between the developing

and the industrialized countries, as such, in addition to the variation among the countries in each group. The developing countries could not, for example, apply to their whole population the massive resources required for the basic economic insurances against the hazards of ill health, unemployment, disability and old age, nor did they generally have the reservoir of highly educated manpower from which they could draw adequate numbers of qualified personnel for specialized training in social welfare. There were marked differences as between the developing and economically developed societies with respect to the problems to be attacked, the feasible utilization of manpower and the available resources; the gap between the two groups of countries was unfortunately widening, particularly with respect to the relationship of resources to needs.

16. Nevertheless, there were certain fundamentals in function and approach which were achieving international consensus. The key was the universal concern with development in the fullest sense of this expression, as embodying social, cultural and ethical as well as economic elements.

17. The Conference gave emphasis to the principle that the objectives of national development everywhere were designed to enhance the well-being of people by raising their level of living, by ensuring social justice and a more equitable distribution of the national wealth, and by enhancing the opportunity of the people to develop their highest capacities as healthy, educated, participating and contributing citizens. Social welfare, whatever the precise meaning given to its function and programmes in different States, was an essential component force to such development objectives. Its contributions were manifold. They could be characterized as developmental, preventive and remedial. They may also be supportive to other services. These functions, however, were not disparate. They reinforced one another, and at any one time a given programme might embody several of these characteristics, but the emphasis given to these functions would vary within countries and in the same country at different times. To achieve and appropriate balance, social welfare policy needed to be consciously wrought, within the framework of total national planning.

18. The development function in social welfare gave recognition to the place of man in development. It was fundamentally engaged in the development of human resources, including the strengthening of family life and the preparation of people, especially children and youth, to improve their own lives as they contribute to national development. Social welfare contributed its particular expertise to planning and to the formulation of social policy, including the design of needed legislation. Its programmes aid in constructive forward movement to desired social and economic progress by stimulating co-operation, participation and the acquisition of patterns of life consistent with such movement, for instance, by community development activities and improving the social and cultural infra-structure.

19. The preventive function of social welfare anticipated social problems and made the necessary provisions, and so reduced the need for curative or remedial investments. Social welfare activities aided in preventing or lessening the strains and dislocations of abrupt transition in time of rapid change, for those who were affected by such consequences of development as industrialization, urbanization and the move in certain areas to a money economy, for those who migrated from rural to urban areas, and for those who find their children acquiring customs and values unknown to the generation of their parents.

20. The remedial function of social welfare made provision for those whom these dislocations, or other pressures, had made dependent on the community, including abandoned or neglected children, the unattached aged, people deprived of a means of livelihood, displaced persons, and all those most disadvantaged and vulnerable to economic distress. As with the other functions of social welfare, such provisions signified the country's commitment to the ultimate aims of development, as well as contributing to the development process itself.

21. Finally, social welfare provided necessary supportive services to the development of health, housing, education, manpower training and employment as well as broad policies of rural development - including land reform - urban development and industrialization. Social welfare also had a supportive function in population policies, which, in many countries,

were fundamental to over-all development. In developing countries, or in certain areas of such countries where such special social services had not fully emerged, social welfare personnel and programmes often had a preparatory and bridging purpose in providing these services in a preliminary fashion until the specialized services had developed. The converse was also true in the sense that in areas where specialized social welfare programmes were not available, health workers, teachers, agricultural extension workers and others could carry out social welfare and community development functions. In industrialized countries, social welfare was of essential supportive value with respect, for example, to supplementing social insurance benefits, providing rehabilitative service, and bringing to health services relevant knowledge and skill both for preventive and treatment programmes.

22. While all of the foregoing functions of social welfare were considered essential, the Conference laid particular stress on the high priority which should be accorded the developmental and preventive functions. Such priorities would in many countries represent a major shift in social welfare policy and would require a marked reorientation of existing resources, programmes, and personnel.

Government responsibility for social welfare.

23. The Conference endorsed the principle that it was the primary responsibility of Governments to ensure that the social welfare services needed by the population were made available in the context of the country's over-all social and economic planning. Each Government should provide the leadership required for involving national and local authorities, voluntary organizations and the people themselves in concerted effort towards the development of effective social welfare policy.

24. The patterns of co-ordination and location of responsibility for social welfare would vary. Whether centralized in one ministry or distributed among several ministries, with appropriate co-operating arrangements, it was essential that such responsibility be clearly located within government. This would serve to ensure that the social needs of the population were taken into account significantly in the planning, policies and programmes of national development. In the event that

over-all responsibility for social development was located in one ministry, it might be appropriate that responsibility for social welfare was included within the scope of this ministry.

25. In addition to co-ordination and planning, the primary social welfare responsibilities to be performed centrally (whether by the national Government or by state and provincial governments in some federal systems), would include provision of the essential financial resources, the development of legislation, including standard-setting, and manpower policy. Close collaboration with intermediate and local levels of government should be encouraged, along with decentralization of administration, to heighten the awareness and responsiveness of government to the changing needs of people, to stimulate their active participation in planning and the implementation of programmes and to maintain the flexibility of programmes.

26. In many countries, voluntary initiative (sometimes under international auspices) and efforts in the non-governmental sector of social welfare continued to provide a vital contribution to policy development and to stimulating popular participation in social welfare activities, including self-help projects, as well as to the provision of services. These contributions should be encouraged and the participation of the non-governmental sector fully utilized by the State in exercising its co-ordinating and leadership responsibilities.

27. Some delegates had suggested the need for constitutional safeguards for the rights of the population to social security and the desirability of a changeover, as soon as possible, from private funds for assistance to indigent persons to a state system of social security for the population; of the introduction or expansion of social insurance for all wage-earners, including agricultural workers and peasants; and of the organization and improvement of medical assistance in outlying areas in the developing countries. Other delegates had suggested that where private and non-governmental organizations had become sufficiently able and competent, responsibility for and administration of specific social welfare programmes of services should be left to them.

28. Among the necessary functions of governmental and voluntary bodies concerned with social welfare was the continuous public interpretation of social welfare as a constructive and essential force in the progress of the society. Such interpretation should help support the development of

appropriate conditions of work and of recognition for social welfare personnel, at all levels of practice, administration or planning.

29. In keeping with the major focus of the Conference on the social elements of comprehensive national development, emphasis was placed on the necessity to incorporate effective means for social planning in the over-all plan. The social aspects of each sector of the national plan should be made explicit and evaluated as part of total planning. The broad social goals of the country should be identified and indicators specified by which to judge the extent to which these goals were realized.

30. The organizational patterns of relating social welfare policy, programmes and plans to other areas of social policy and to comprehensive social and economic development planning would vary. The Conference underlined, however, the need for close interrelationship.

31. The Conference noted the inadequacy of data in many countries for sound social welfare planning and indeed for other aspects of social planning. The training of research personnel and building research activity in the social sector were seen as high priorities on the national level and for international co-operation. Strengthening the social research capacities of universities or other training institutions and utilizing their capacity for promoting national efforts was encouraged as well as exchange of experience on the international level.

32. The development and continuous reassessment of legislative provisions in the light of changing circumstances, systematic methods of financing and on-going evaluation to gauge impact as well as administrative efficiency were among the means to ensure both effectiveness and relevance of social programmes and welfare institutions to emerging and future as well as current needs.

33. Budgetary appropriations represented the clearest index of governmental priorities. A changed orientation to give greater priority to social welfare would, therefore, require a reordering of budgetary allocations.

34. The Conference underlined the fact that economic development required concomitant planning and investment in a wide spectrum of social welfare services. In the framework of programmes relating to industrialization and urbanization, rural development and agricultural modernization,

the social welfare programmes which were to be given priority were those which served to raise the level of living of large sectors of the population, stimulated self-help projects and others of a comprehensive character, and served to encourage new patterns of participation in civic affairs.

35. Social welfare services should be made equally available to rural as well as urban areas and distributed as widely and equitably as possible without discrimination on any basis.

36. Special note was taken of the importance of strengthening the role of the family, particularly under conditions, as was true in many developing countries, where the family network ceased to be a self-sufficient economic unit and where the authority of the heads of family in relation to their children weakened. In many countries, family planning was seen as safeguarding the well-being of the family, as well as ~~constituting a vital element of the policies for national development.~~ Attention to the preservation of family values and responsibilities should be specifically planned for, when social welfare programmes were developed to meet needs formerly within the province of the family, such as providing care of children outside of their own homes.

Meeting manpower needs for social welfare

37. The Conference stressed the importance of assessing social welfare manpower requirements in all countries, in relation to their own priorities for essential programmes in urban and rural areas. Social welfare manpower planning should be incorporated into total manpower planning for essential services in each country, and relevant techniques for social welfare manpower planning adapted from those used in other sectors. A strategy and methodology for social welfare manpower should be developed, with due regard both the quantity and quality of personnel.

38. There appeared to be a growing international consistency for a distribution of social welfare personnel - including planners and administrators, educators and various categories of specialists, supervisors, middle-level workers, auxiliaries, multi-purpose workers and volunteers. The distribution of personnel would vary with the organization, resources and needs in social welfare of the individual

countries, but all strata of personnel should in some measure be represented. It was expected that in developing countries there would be special concentration on field workers, as well as on the utilization of volunteers and citizen leadership.

39. To ensure effective promotion and execution of social policy and programmes, plans should be made not only for the training of social welfare personnel at all levels, but for the recruitment and distribution of such personnel. In these respects, as in others, States would differ in their needs and in the patterns of education and utilization of social welfare manpower. Indeed, new patterns would undoubtedly emerge, and experimentation in this field should be encouraged. The need was strongly expressed for continuous training aimed at the upgrading of personnel at all levels, through special programmes.

40. Countries had developed their own methods to cope with the issue of specialized training for social welfare personnel in such varied fields as child care, work with the handicapped, prevention and treatment of delinquency, and industrial social welfare. While differing patterns would undoubtedly continue to emerge, the trend seems to be towards emphasizing generalized training. Work with children and youth was a significant illustration of the need for broadening the common base for all social welfare training, since dealing with the needs of the young naturally pulls together knowledge and skills from diverse professions and disciplines. Such generalized, core training would be appropriately provided in formal social welfare education institutions, with the agencies undertaking the responsibility for specialized in-service training to prepare their personnel for their respective fields of activity.

41. Strong emphasis was given to the training of personnel for combined social and economic planning and in social policy analysis, with the attention to the value of such training schemes as subregional and international seminars to aid in this direction.

42. The Conference stressed the importance of the development of adequate social statistics, the assessment of social problems and the evaluation of programmes. The shortage of competent personnel for such tasks, especially in the developing countries, was noted as a serious

shortcoming requiring priority attention for training and for the utilization of technical assistance from international bodies. Research and evaluation should include the assessment of programmes of training and professional education.

43. The teaching of social science to the potential social welfare worker should have particular relevance to the students' understanding his own society and culture, in order to enhance his capacity to practise effectively. Such content was considered essential, and universities should be encouraged to co-operate with social welfare training institutions, whether or not they were within universities, to supply such curricular content as deemed necessary by the training body.

44. The Conference had noted a prevalent, although not universal, pattern of concentration of social welfare in the urban areas. With the importance emphasized of extending community development and social welfare programmes to rural areas, the Conference urged that adequate plans be made for the recruitment, training and allocation of both male and female personnel to rural, as well as urban areas, with no discrimination in pay for equal responsibilities and qualifications, with respect to sex, and special incentives, where needed, for work in rural areas. Satisfactory conditions of work and appropriate recognition of the importance of their contribution, were needed among the incentives to attract competent personnel. In some countries, licensing and registration of social workers at specified levels of training and responsibility could be introduced as a means of improving their status.

45. The shortage of qualified teachers in social welfare was recognized as an urgent problem. Countries should make special provision for the training of indigenous teachers with the help of international technical assistance where necessary.

46. The preparation of training materials relevant to the needs and culture of the countries was also seen as an important requirement particularly in developing countries.

47. Intercountry arrangements within or between regions, where universities could engage in faculty and student exchange, were seen as desirable methods of enriching international understanding of social welfare issues and contributing to progress and new ideas in training. Training in other countries, when necessary, should be reserved principally for high-level

personnel. The values of assistance from international agencies in supporting faculty, student fellowships, the acquisition and preparation of teaching materials, and country, sub-regional and regional seminars, were cogently underlined and the wish expressed that these forms of assistance would be expanded.

48. In developing countries, particularly, training for field workers, and especially for multi-purpose workers should be economical and practical, and with due attention to indigenous needs and cultural patterns.

49. Regional and sub-regional co-operation in social welfare should give due attention to the formulation of more consistent standards of training and practice, the exchange of views, teaching personnel and training materials, and arrangements such as regional associations of schools of social work and other training institutions.

50. The social aspects of development, with particular emphasis on social welfare objectives and programmes, should be incorporated, as relevant, in the training of all personnel in special fields, such as health, education, agricultural extension and home economics. Interdisciplinary co-operation and team efforts, starting with joint training, wherever feasible, should be encouraged. It has also been suggested that appropriate content on social structures and problems should be incorporated into the general education of children and youth, so that the enthusiasm of the young for social progress can be translated into participation in the planning and implementation of social programmes.

International co-operation in social welfare

51. As the international community concentrates its thoughts and resources for launching the second United Nations Development Decade, the time is most opportune to highlight the contribution of social welfare to national development. In order to maximize such contribution through intensified national efforts and international co-operation, the Conference emphasized that it was urgent to accord the United Nations social welfare programme a heightened importance, consonant with its significant role in the development process.

52. International co-operation in social welfare should aim primarily at helping each country to achieve its own solutions, in the context of each society's needs, resources and expectations. To that end, opportunities should be broadened for countries at all stages of development to share their relevant experience and common concern for social welfare progress.

53. The Conference had identified certain areas of strategic importance in the further development of international co-operation in social welfare. Increased international assistance was needed in social welfare planning so as to help Governments to formulate policies which fully expressed the role of social welfare in national development. Since social welfare was now generally recognized as a government responsibility, strengthening the administrative capacity of Governments in this field became an increasingly significant objective of international co-operation. The training of social welfare personnel deserved major attention as well, as a key to the successful planning and implementation of programmes.

54. The determination of priorities in international co-operation should closely correspond to the emphasis in national policy on the developmental and preventive functions of social welfare and to the necessity of close integration of social welfare activities with broad social development policy. The needs of children, youth and women should be given special consideration as part of the contribution of social welfare to the development of human resources. The disabled as well as the victims of war and of natural or other disasters, also deserved special attention. The role recognized to social welfare as an agent of change should result in increased attention to the needs of the rural populations as part of a comprehensive approach to rural and regional development.

55. The acknowledgement of social welfare as world-wide concern gave special importance to a clear expression by the international community of social welfare goals and basic guiding principles for social welfare progress. It should also prove useful to undertake at the regional level the process of formulating social welfare standards which could apply to countries with similar socio-economic conditions and at comparable stages of development.

56. Having stressed the importance of developing both the capacity and the conduct of social welfare research in each country, the Conference signalled the corresponding need for strengthening research facilities at the international and regional levels. Intensified social research was required at those levels as a basis for the formulation of guiding principles or standards of social welfare and for the development of programmes of international co-operation, including advanced training. Such research would help to improve the planning and evaluation of programmes of concerted international action involving the United Nations, the specialized agencies and other international organizations, either in broad areas of social development or in more specialized fields such as the rehabilitation of the disabled. International research facilities should also be seen as an important means of assisting each country in the development of effective planning techniques, methods of work, research and training programmes in social welfare, including the training of social research specialists.

57. The development of international social welfare research directly relevant to practical action on the country level required both high-level expertise on the part of the specialists concerned and effective methods for the dissemination of the results. The feasibility of associating the United Nations Research Institute for Social Development with further work in that direction should be explored.

58. The Conference reaffirmed the ultimate responsibility of Governments for charting the course of their country's development and for determining the most appropriate use of resources, including international and bilateral assistance, available for such development. The Conference recognized that national efforts are critically influenced by the availability of external resources. It further recognized the need for increasing the availability of resources both to developing countries and the United Nations in order to speed up the successful achievement of their social welfare and development targets. Special importance should be attached by both Governments and the international agencies concerned to improving the planning and co-ordination of technical co-operation activities at the national level.

59. The strengthening of technical co-operation activities in social welfare should prove particularly effective at the regional level. The regional economic commissions were in a strategic position in that respect and there is need for the commissions to accord social welfare an appropriate place in their policies and programmes. To reflect these views, it was considered appropriate to study the possibility of designating these commissions as "regional Economic and Social Commissions", consistent with the terminology adopted for the United Nations Economic and Social Council. Further steps to be taken in consultation with the Governments concerned towards the strengthening of regional co-operation should focus in particular on the determination of social welfare standards, on the development of research and training activities and on new methods of fostering the exchange of experience and expertise among the countries of the region.

60. The Conference noted and welcomed the active interest and participation in social welfare progress of a number of organizations within and outside the United Nations family, whether inter-governmental or non-governmental. Concerted international action should be achieved and, to that effect, the leadership role accorded to the United Nations in social welfare should be strengthened.

61. In considering the implications in organizational terms of the need for strengthening the United Nations leadership in the social welfare field, the Conference was aware that the broadened responsibility entrusted to the Commission for Social Development since 1966 required that the Commission concentrate its work on questions of over-all social development policy. The view was widely expressed at the Conference that the Secretary-General and the Commission should therefore be provided with expert guidance in dealing with specific problems in the social welfare field. The Conference noted as one means towards this end the establishment of an advisory group of experts on social welfare. The guidance required would include the much needed task of clarifying social welfare approaches and concepts as a basis for more effective planning and co-ordination of programmes. The proposed arrangements would also help to ensure appropriate attention to matters of social welfare policy and development in the deliberations of the Economic and Social Council as well as the Commission.

62. Early consideration should be given to similar arrangements at the regional level, where they were not yet in existence.
63. It was necessary to make available significantly larger resources for international co-operation on key sectors of national development and to ensure the most economical and efficient use of such resources. The allocation of United Nations financial and staff resources should therefore realistically reflect the increasing interest in the social aspects of over-all development, and the efforts in most countries to achieve significant advances in social welfare programmes. Consideration should be given to an adjustment of staff positions which would permit the units at Headquarters and in the regions more effectively to carry their responsibilities for social welfare planning, co-ordination, technical back-stopping, development of standards, studies and research. A larger share of available resources should be allocated to social welfare activities with a view to overcoming the growing disparity between the expanding social welfare needs in the developing countries and the services available in the United Nations social welfare programme.
64. When formulating requests for technical assistance, Governments should give adequate consideration, within the framework of a comprehensive social development policy, to the potential contributions of social welfare to national development. With the expectation that Governments will place increase emphasis on requesting assistance in that field, the priorities in the use of resources available to the United Nations Development Programme should be reviewed accordingly by its Governing Council. The Conference hoped that, as part of its outstanding contribution to the development of programmes for the welfare of children, the United Nations Children's Fund should continue and expand its aid to social welfare projects and training schemes.
65. This Conference had provided a welcome opportunity for the exchange of ideas and experience among those responsible at high government level, for the development of social welfare policy. The Conference hoped that the United Nations would take the initiative of providing other such opportunities, as appropriate. Following this impressive first world-wide conference, it would be especially important to consider in regional meetings the results achieved, from the point of view of their applicability to countries in each region of the world.

III. RECOMMENDATIONS OF THE CONFERENCE

66. At the close of its deliberations, the International Conference of Ministers Responsible for Social Welfare had attempted to identify the actions necessary for the achievement of social welfare goals through national efforts and international co-operation. To that end, it had formulated the following recommendations for the consideration of Governments, the United Nations and the other international organizations concerned.

Social welfare within the context of national development

1. In countries at all stages of development, social welfare should be seen as inseparable to the society's total effort to attain the objectives of higher levels of living, social justice, freedom and a better quality of life as a right for each individual.
2. The over-all strategy of development should have reference to a clearly enunciated policy for social development. Such strategy should include as an essential component those social welfare activities which help to ensure that national plans and policies were fully responsive to the needs and aspirations of the people; to alleviate the most urgent social problems without undue delay; to prevent further social disruptions; and to achieve a more equitable distribution of the benefits accruing at each stage of national development.
3. The importance of the human factor in development should be fully recognized and, consequently, the significant role of those social welfare activities which contribute to developing human resources, to involving people in their own and the society's betterment and to promoting social progress and basic social reforms.
4. Social welfare leadership should consider as its major responsibility the definition and advancement of objectives and methods, programme orientations, and training schemes and applied research, which would maximize the contribution of social welfare to meeting the tasks of development and to the achievement of national goals.

5. In each country, the prevailing cultural and socio-economic factors should be fully taken into account in determining, at each stage of development, the most effective approach to meeting social needs and the appropriate degree of integration of social welfare activities with the other areas of social policy concerned with the health, well-being and social security of the population.

Government responsibility for social welfare

6. Through appropriate legislation, financing, planning and co-ordination, and decentralization of administration as appropriate, Governments should ensure the availability and accessibility of social welfare services as a right to the entire population, equally in urban and rural areas, on the basis of equity and non-discrimination.

7. Governments (whether the national government, or state and provincial governments as well, in some federal systems) should provide the leadership for involving national and local authorities, non-governmental organizations and the people themselves in a concerted effort to develop effective social welfare policy and programmes.

8. In countries where voluntary initiative and non-governmental social welfare services play an important role, their contributions should be encouraged and the participation of the non-governmental sector fully utilized by the State in exercising its co-ordinating and leadership responsibilities.

9. Organizational patterns should be adopted which adequately reflect the place of social welfare in national development and its relationship to other sectors of governmental action. The location of responsibility for social welfare should be clearly established within the government structure. Particular attention should be given to ways of associating social welfare expertise with the determination of the country's social goals and the formulation and execution of broad programmes of social development.

10. Particular attention should be given at the national, regional and international levels to the development of research activities aimed at providing an adequate basis for the planning, implementation and evaluation of effective social policy and for determining the appropriate role of social welfare activities in broad programmes of social development.

11. It was the obligation of social welfare administration to make its policies and programmes responsive to changing circumstances and needs, to interpret social welfare objectives to the community, and to stimulate the active interest and involvement of citizens in the implementation of programmes.

Meeting manpower needs for social welfare

12. Provision of qualified personnel at all levels in social welfare should be a major concern of Governments and other responsible bodies, with due regard to necessary recruitment activity and appropriate working conditions. The availability of qualified personnel should be viewed as essential for the successful planning and implementation of social welfare programmes and as constituting an important element in the efforts towards a fuller use of human resources for national development.

13. Governments should assess the particular requirements for social welfare personnel in their countries, in relation to current and future needs, and in the context of total manpower planning for essential services. Particular attention should be given to a balanced distribution of manpower in rural as well as urban areas.

14. Special emphasis should be given to the preparation of the competent leadership needed to adapt the planning and implementation of social welfare programmes closely to the particular conditions and approaches to development prevailing in each country. In view of the difficulties faced especially by developing countries in meeting this urgent personnel need, assistance in the education of indigenous social welfare leadership, particularly for planning, policy development and administration, should be considered a high priority area for international co-operation.

15. Social welfare training should be fully responsive to local conditions. Emphasis should therefore be given to the preparation of indigenous teachers, and the production of training materials drawn from the experience of the country. University departments and research bodies should be encouraged to assist in providing relevant curricular content for social welfare training.

16. Training programmes for all levels of social welfare manpower should facilitate the flexible use of such personnel for a wide diversity of tasks, and prepare them for effective teamwork with members of related occupations and professions. Curricula and standards for training in schools of social work and elsewhere should be reviewed in the course of periodic evaluation of all training. New experiments and training innovations and regional co-operation among social welfare training institutions should be encouraged.

International co-operation in social welfare

17. Priorities in United Nations programmes of international co-operation should adequately reflect the role of social development policies as an integral and essential component of the over-all strategy of development.

18. International co-operation should continue to play a basic role in assisting each country to achieve progress in social welfare consistent with national conditions and approaches to development. Further steps in that direction should include (a) the further elaboration of concepts and principles and regional standards of social welfare which would help individual countries to assess their achievements in that field, and (b) the broadening of opportunities for countries at all stages of development to share their relevant experience and common concern for social welfare progress. The United Nations should consider further ways of facilitating such exchanges among Member States.

19. Priority consideration should be given by the United Nations to strengthening the means and methods of assisting Governments in planning for social welfare in the larger context of social development and in developing their administrative capacity, manpower policies and training programmes in the social welfare field.

20. New methods of regional co-operation in social welfare should be explored and emphasized, with a view to establishing closer links between those activities aimed at the world-wide interchange of experience and knowledge and those aimed at investigating common problems or meeting common needs through the combined efforts of countries in the same region of the world.

21. In view of the fact that it is for each Government to chart the course of the country's development in social welfare, as in any other field, and to decide on the appropriate use of available resources, including international assistance, special importance should be attached to improving the planning and co-ordination of technical co-operation activities at the national level.
22. In order to achieve rapid and successful progress in the sphere of social welfare and social development, it is essential that the resources available to both the developing countries and the United Nations for that purpose should be increased.
23. The active interest and participation in social welfare progress of a number of organizations within and outside the United Nations family, whether inter-governmental or non-governmental, and the consequent need for concerted international action in that field require that the leadership exercised by the United Nations in social welfare be emphasized and strengthened. To that end, special provision should be made for expert guidance to the Secretary-General and the Commission for Social Development in the development of the United Nations social welfare policy and programmes.
24. Greater emphasis should be given to the programme orientations and organizational arrangements which would allow the regional economic commissions to play their strategic role fully in the development of social welfare policies and co-operation in their region. The appropriate bodies of the United Nations should consider the possibility of designating these commissions as economic and social.
25. Greater emphasis should be given by the competent organs of the United Nations to the need for adjustments in the financial and personnel resources available to the Organization with a view to strengthening work in the areas of social welfare policy, research and operational activities, thus enabling the United Nations to exercise fully its leadership role in that important sector of international action.
26. Priorities in the use of the resources available to the United Nations Development Programme and to other bodies concerned with international aid and development, including the International Bank for

Reconstruction and Development, should give due recognition to the contributions of social welfare to national development, as part of a broader reorientation emphasizing the social components and human factors in the development process and the need for an integrated development strategy.

27. Assistance in the development of social welfare projects and training schemes should continue to receive appropriate attention in the policies and programmes of the United Nations Children's Fund.

28. The feasibility of developing international and regional facilities for advanced training and comparative studies and research in social welfare should be among the first new directions to be explored. The early attention of the appropriate organs of the United Nations should be given in particular to the possibility of establishing regional social welfare centres for advanced training, including teachers' training, and assistance in the production of indigenous training materials.

29. Finally, the wish is expressed that this Conference of Ministers Responsible for Social Welfare should be followed by other world-wide and regional meetings to be convened as and when appropriate, in co-operation with or under United Nations auspices, for the exchange of ideas and experience and with a view to furthering social welfare progress in the various countries of the world.

IV. RESOLUTION ADOPTED AT THE CONFERENCE

67. The Conference at its closing session unanimously adopted the following resolution:

"The International Conference of Ministers Responsible for Social Welfare,

"Convinced that effective social welfare policy and programmes have a vital role to play in national development and in promoting higher levels of living and conditions of economic and social progress and development,

"Emphasizing that social progress, higher levels of living and social justice are the ultimate aims of development,

Keeping in mind the role of the United Nations as an instrument for international co-operation and the need for strengthening United Nations leadership in the field of social welfare,

"Considering that the discussion of a number of social questions included on the agenda of the twenty-third session of the General Assembly would be greatly facilitated if the General Assembly were apprised of the conclusions and recommendations adopted by the Conference,

"Requests the Secretary-General to transmit the report of the Conference to the General Assembly at its twenty-third session for its consideration as appropriate and to arrange for the inclusion of the report of the Conference as an additional item on the agenda of the resumed forty-fifth session of the Economic and Social Council."



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