

775 013

GHQ/SCAP Records (RG 331, National Archives and Records Service)

Description of contents

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(7) Film no.

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I.L.O. No. 692

IBARAKI PREFECTURAL GOVERNMENT

Rec'd + Oct 50
Sept. 27, 1950SUBJECT: Grant of raising consolatory funds for
United Nations forces in Korea.

TO : Chief of Kanto Civil Affairs Region.

At the request of Gon Tai Shaku, Nishihara-machi, Mito, head of Ibaraki Chapter, Corporation of Korean Residents in Japan, we granted him raising consolatory funds for United Nations forces in Korea, by prefectural directive No. 4980, Sept. 19, 1950, attaching following conditions:

1. In funds-raising-drive, movable-placards and micro-phones shall not be used, excepting leaflets and posters.

A campaign in the street shall not hinder traffic and be orderly.
2. Expenses for the drive shall be reduced as much as possible.
3. Compelling persons to make donations shall be avoided especially.
4. A statement of accounts for receipts and expenditures shall be submitted to this Government without delay when the campaign has ended.
5. Every article of the Regulations Controlling Money-Raising shall be observed.

Y. Koshimura

For _____
YOJI TOMOIE
Governor of Ibaraki
Prefecture.

YY:WH



*file copy*HEADQUARTERS
KANTO CIVIL AFFAIRS REGION
APO 500

RJA/mm

KFW 353.81

2 May 1950

SUBJECT: United Nations' Welfare Fellowship Program

TO: Chief
Civil Affairs Section
GHQ, SCAP
APO 500

1. Reference: Letter, Headquarters Eighth Army, AGMGPW OSO, subject; "United Nations' Welfare Fellowship Program", dated 6 October 1949.

2. The attached inclosures, "Curriculum Vitae", and recommendation of Mr. Kodo Yamamoto, Chief of Ibaraki Prefecture Child Welfare Consultation Center, are forwarded for your consideration.

3. Mrs. Annabelle H. Kent, Welfare Officer of this headquarters, reports, as a result of her contact with Mr. Yamamoto, that he has a good command of the English language, a well developed interest in welfare, has a warm, pleasant personality, has shown himself to be flexible and receptive of suggestions, and had developed a good program in his Center even though he had not had professional guidance. His health, however, is questionable; he is quite frail and underweight.

4. Subject to his health condition he is recommended for consideration as an applicant for a United Nations' Fellowship.

2 Incls
1. Ltr from Ibaraki
Pref Welf Dept (in dup)
2. Curriculum Vitae (in dup)

GEO. B. NIBLOCK Jr.
Major, Inf
Deputy Chief

775 013

C O P Y

CIVIL WELFARE DEPARTMENT
IBARAKI PREFECTURAL GOVERNMENT

April 17, 1950.

SUBJECT: Studying abroad of an official engaged in
child welfare activities related to UNICEF.

TO : Mrs. A. H. Kent, Public Welfare Section,
Kanto Civil Affairs Region.

As to the above-mentioned subject, the below-mentioned official has been recommended as a candidate by the Governor of this prefecture to Chief of Children's Bureau, Welfare Ministry.

In this connection, we respectfully request that you will extend your good offices and influence in picking him up as a candidate.

Kodo Yamamoto, Chief of Ibaraki-Ken Child Welfare

NAONORI SHIGEMATSU
Chief of Civil Welfare Dep't.,
Ibaraki Prefectural Government.

Incl 13

I.L.O. NO. 1,092

IBARAKI PREFECTURAL GOVERNMENT

April 17, 1950.

SUBJECT: Studying abroad of an official engaged in
Child Welfare activities related to UNICEF.

TO : Chief of Children's Bureau, Welfare Ministry.

An information is in the air that a step will be taken by the Japanese Government to send abroad for study officials engaged in child welfare activities related to UNICEF.

If that be the case, we hope that an official will be sent abroad from this Prefectural Government in order to develop the child welfare activities.

Recommending the below-mentioned official as a candidate, with reference materials detailed we respectfully request that you will grant our application.

1. Name:

Kodo Yamamoto, Chief of Ibaraki-Ken Child Welfare Center, (2nd grade official)

2. Reference materials:

(1) Place to be sent: U.S.A.

(2) Matters to be studied:

Discerning of children and advisory works.

(3) Outline of antecedents:

Permanent domicile: No. 4,950, Ono, Ono-mura, Atsusa-gun, Yamaguchi Pref.

✓ Present address: Official residence, No. 102, Minami-sannomaru, Mito City.

✓ Date of birth: June, 23, 1912 (37-years and 9 months old)

Schooling:

- ✓ Graduated from literature department, Tokyo University.

Occupation:

Served one year in Social works Research Institute of the Central Social works Association as a research worker.

Served 16 months in Social Section of Kanagawa Prefectural Government (in charge of Protection of children).

Served 19 months in Social Section of Nagano Prefectural Government (in charge of Protection of Children).

Served 2 years and 9 months in Children Section and Child & Mother Section, Social Bureau, Welfare Ministry.

Served 2 years in Civil Welfare Section, Ibaraki Prefectural Government.

Served 1 year and 9 month in Liaison Office of Ibaraki Prefectural Government, (in keeping contact with Occupation Forces).

- ✓ Serving in ^{Chief} Ibaraki-Ken Child Welfare Center (with one year and 11 months past).

4. Health conditions: Excellent.
5. Linguistic talent: Good at reading, writing and speaking in English.

YOJI TOMOSUE
Governor of
Ibaraki Prefecture.

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Public Health and Welfare Section
Welfare Division

Japanese Nationals

Curriculum Vitae

DATE:

NAME:

Kodo Yamamoto

ADDRESS:

No. 102, Minami-sannomaru, Mito City

AGE:

37 years and 9 months

EDUCATION:

Graduated from literature department, Tokyo University

EXPERIENCE:

11 years in public welfare in various prefectures

PRESENT OCCUPATION: Chief, Ibaraki-Ken Child Welfare Center

FUTURE:

Public Child Welfare

COMMENTS: (English ability, etc.)

Good command of written and spoken English

Incl 2'

775 013

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Public Health and Welfare Section
Welfare Division

Japanese Nationals

Curriculum Vitae

DATE:

NAME:

Kodo Yamamoto

ADDRESS:

No. 102, Minami-sannomaru, Mito City

AGE:

37 years and 9 months

EDUCATION:

Graduated from literature department, Tokyo University

EXPERIENCE:

11 years in public welfare in various prefectures

PRESENT OCCUPATION:

Chief, Ibaraki-Ken Child Welfare Center

FUTURE:

Public Child Welfare

COMMENTS: (English ability, etc.)

Good command of written and spoken EnglishIncl 2³

775 013

HEADQUARTERS EIGHTH ARMY
United States Army
Office of the Commanding General
APO 343

AGMGPW 080

OCT 6 1949

SUBJECT: United Nations' Welfare Fellowship Program

TO: Commanding General
IX Corps
APO 309

1. For your information and for distribution to region and district civil affairs teams there are inclosed herewith copies of the United Nations, Department of Social Affairs, Information Bulletin, subject as above (incl 1).
2. Temporary selection committees have been formed in Tokyo and Osaka. These committees are now engaged in processing applicants for 1950 fellowships who were recently interviewed by Dr. Bulsara, Far East representative of the United Nations Department of Social Affairs. It is anticipated that a national advisory committee on United Nations affairs will be organized at a later date, but until that time the present committees will serve as advisory and fellowship selection committees. These committees have been informed of their responsibilities and the procedures to be followed.
3. Procedure for future fellowship applications is as follows:
 - a. Applicants will submit to the region team completed copies of the "Curriculum Vitae," (incl 2). Brief comment by a regional welfare officer on the basis of short-contact interview, is desired on the application. For this reason any applications received by the selection committees are to be referred to the region in which the applicant resides.
 - b. Two copies of the completed forms will be forwarded to this headquarters through normal channels.

775 013

OCT. 6. 1948

ACMGPW 080

SUBJECT: United Nations' Welfare Fellowship Program

c. Following preliminary review, GHQ, SCAP, Public Health and Welfare Section will forward one copy through Japanese channels to the selection committee nearest the applicant's home.

d. The selection committee will make all arrangements for interviews and final applications and processing if the individual is approved.

4. It should be noted that the fellowships are meant for "social welfare officials who are serving in important positions in governmental or non-governmental welfare activities and who will return to such positions." Thus, the program is not meant to provide scholarships for study in schools of social work which are provided under another program.

BY COMMAND OF LIEUTENANT GENERAL WALKER:

8

2 Incls

- 1 - Information Bulletin (3 cys)
- 2 - Curriculum Vitae (60 cys)

J.A. O'Brien
J.A. O'BRIEN
CWO USA
Asst. Adj. Gen

18353

Mr. Davis

UNITED NATIONS - Meiji Building, Tokyo, Japan CIVIL INFORMATION OFFICES

"BACKGROUND INFORMATION ON UNITED NATIONS KOREAN RELIEF AGENCY"

The purposes for which this new United Nations agency has been established are best illustrated by the following extracts from the General Assembly resolution setting up UNKRA and defining the United Nations general policy on relief and rehabilitation in Korea:

"The United Nations programme of relief and rehabilitation in Korea is necessary to the restoration of peace and the establishment of a unified, independent and democratic government in Korea.

To this end, it is the objective of the United Nations to provide, subject to the limit of the resources placed at its disposal for this purpose, relief and rehabilitation supplies, transport and services, to assist the Korean people to relieve the sufferings and to repair the devastation caused by aggression, and to lay the necessary economic foundations for the political unification and independence of the country.

The United Nations programme of relief and rehabilitation for Korea shall be carried out in practice in such a way as to contribute to the rapid restoration of the country's economy in conformity with the national interests of the Korean people, having in view the strengthening of the economic and political independence of Korea and having in view that, in accordance with the general principles of the United Nations, such assistance must not serve as a means for foreign economic and political interference in the internal affairs of Korea and must not be accompanied by any conditions of a political nature.

The United Nations programme is to be a supplement to
/the general

the general recovery effort that will be undertaken by the Korean people on their own initiative and responsibility, through the most effective utilization of their own resources as well as of the aid which is rendered under the programme.

Whilst the programme should be consistent with the pattern of long-term economic development in Korea, it is itself necessarily limited to relief and rehabilitation, and contributions and supplies furnished under this programme shall be used exclusively for that purpose.

First priority shall be given to the provision of the basic necessities of food, clothing and shelter for the population of Korea and measures to prevent epidemics. Second highest priority shall be given to projects which will yield early results in the indigenous production of basic necessities; this will include the reconstruction of transport and power facilities. As the programme develops, emphasis should be shifted to the provision of other materials, supplies and equipment for the reconstruction or replacement of war-damaged facilities necessary to the economic life of the country.

The necessary measures shall be taken to ensure that distribution shall be so conducted that all classes of the population shall receive their equitable shares of essential commodities without discrimination as to race, creed or political belief.

Subject to adequate control, the distribution of supplies shall be carried out, as appropriate, through public and co-operative organizations, through non-profit-making voluntary

/organizations

organizations such as the Red Cross, and through normal channels of private trade. At the same time, measures shall be taken to ensure that the cost of distribution and the profit from the sale of supplies are kept to a minimum. Measures shall be taken to ensure that the special needs of refugees and other distressed groups of the population are met through appropriate public welfare programmes, and accordingly the sale of relief supplies will take place only in justifiable cases and under conditions agreed upon with the United Nations Commission for the Unification and Rehabilitation of Korea.

The local currency proceeds derived from the sale of relief and rehabilitation supplies or, at the discretion of the Agent General, an amount commensurate with the value of goods and services supplied, shall be paid into an account under the control of the Agent General. The Agent General, after consultation with the United Nations Commission for the Unification and Rehabilitation of Korea, and in agreement with the Advisory Committee shall use these funds for appropriate additional relief and rehabilitation activities within Korea, for the local currency expenses of the relief and rehabilitation operations of the United Nations, or for measures to combat inflation. The proceeds shall not be used for any other purpose.

The necessary economic and financial measures shall be taken by the authorities in Korea to ensure that the resources provided under the United Nations programme, as well as Korean resources, are effectively employed to aid in laying the economic foundations of the country. Among these, special attention should be given to measures to combat inflation, to sound fiscal and

/monetary

monetary policies, to the requisite pricing, rationing and allocation controls (including the pricing of goods imported under the programme), to the prudent use of Korean foreign exchange resources together with promotion of exports, and to the efficient management of government enterprise.

Import taxes shall not be imposed on relief and rehabilitation supplies received under the United Nations programme.

The authorities in Korea should maintain such records and make such reports on the receipt, distribution and use of relief and rehabilitation supplies as may be determined by the Agent General after consultation with them.

All authorities in Korea shall freely permit the personnel of the United Nations to supervise the distribution of relief and rehabilitation supplies, including the examination of all storage and distribution facilities as well as records.

The personnel of the United Nations shall be accorded within Korea the privileges, immunities and facilities necessary for the fulfilment of their function.

All authorities in Korea and the Secretary-General shall use their best efforts to inform the people of Korea of the sources and purposes of the contributions of funds, supplies and services.

In determining Korea's needs for relief and rehabilitation, in drawing up programmes and plans, and in implementing such programmes and plans, the Agency created to administer the relief and rehabilitation programme should consult with and utilize, to the greatest extent feasible, the services of Korean authorities."

775 013

AG 353.81 (D) (6 Oct 49) 1st Ind AWP/kkk
SUBJECT: United Nations' Welfare Fellowship Program

HEADQUARTERS IX CORPS, APO 309 14 OCT 1949

TO: Chief, Kanto Civil Affairs Region, APO 201 ✓
Chief, Hokkaido Civil Affairs District, APO 7

Forwarded for appropriate action.

FOR THE COMMANDING GENERAL:

Robert P. Collier

- 2 Incls
- 1 - Information Bulletin (2 cys)
- 2 - Curriculum Vitae (40 cys)

ROBERT P. COLLIER
WOJG, USA
Asst AG

KANTO

14 OCT 1949

775 013

AG 353.81 (D) (6 Oct 49) 1st Ind AWP/kkk
SUBJECT: United Nations' Welfare Fellowship Program

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ROBERT P. COLLIER
WOJG, USA
Asst AG.

HEADQUARTERS EIGHTH ARMY
United States Army
Office of the Commanding General
APO 343

AGMGPW 080

October 6 1949

SUBJECT: United Nations' Welfare Fellowship Program

TO: Commanding General
IX Corps
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1. For your information and for distribution to region and district civil affairs teams there are inclosed herewith copies of the United Nations, Department of Social Affairs, Information Bulletin, subject as above (incl 1).

2. Temporary selection committees have been formed in Tokyo and Osaka. These committees are now engaged in processing applicants for 1950 fellowships who were recently interviewed by Dr. Bulsara, Far East representative of the United Nations Department of Social Affairs. It is anticipated that a national advisory committee on United Nations affairs will be organized at a later date, but until that time the present committees will serve as advisory and fellowship selection committees. These committees have been informed of their responsibilities and the procedures to be followed.

3. Procedure for future fellowship applications is as follows:

a. Applicants will submit to the region team completed copies of the "Curriculum Vitae," (incl 2). Brief comment by a regional welfare officer on the basis of short-contact interview, is desired on the application. For this reason any applications received by the selection committees are to be referred to the region in which the applicant resides.

b. Two copies of the completed forms will be forwarded to this headquarters through normal channels.

AGMGPW 080

SUBJECT: United Nations' Welfare Fellowship Program

c. Following preliminary review, GHQ, SCAP, Public Health and Welfare Section will forward one copy through Japanese channels to the selection committee nearest the applicant's home.

d. The selection committee will make all arrangements for interviews and final applications and processing if the individual is approved.

4. It should be noted that the fellowships are meant for "social welfare officials who are serving in important positions in governmental or non-governmental welfare activities and who will return to such positions." Thus, the program is not meant to provide scholarships for study in schools of social work which are provided under another program.

BY COMMAND OF LIEUTENANT GENERAL WALKER:

2 Incls

1 - Information Bulletin (3 cys)
2 - Curriculum Vitae (60 cys)

/s/J.A. O'BRIEN
/t/J.A. O'BRIEN
CWO USA
Asst Adj Gen

UNITED NATIONS WELFARE FELLOWSHIP PROGRAMMEINFORMATION BULLETIN

The purpose of the United Nations Welfare Fellowship Programme is to allow opportunity to Governments in need of development in Social Welfare Services to send experts abroad to gain knowledge that will be helpful to the home country; thus, Governments are urged to recommend social welfare officials who are serving in important positions in governmental or non-governmental welfare activities and who will return to such positions. The period of observation cannot exceed six months and it is, therefore, essential that the Fellow be well-equipped in background, ability and interest to profit by a brief period of intensive observation.

Under this programme, the United Nations in agreement with the country of observation will send Fellows to a central agency designated by that country and that agency will carry responsibility for the placement within the country. The Fellow will be under the supervision of the central agency during the entire period of his Fellowship and he will be expected to carry out his observation in accordance with the plans that the central agency formulates after discussion with him and with the approval of the United Nations.

Observation shall include intensive study of agencies and other facilities within the field of interest of the Fellow and may include where specifically related to the observation attendance at short term institutes, seminars and special courses in a school of social work.

Conditions Governing Fellowships1. Distribution of Fellowships

In distributing Fellowships to the various countries, the following factors will be taken into account -

- (a) Funds available
- (b) Need for development of social welfare services within the country
- (c) Number of previous and current Fellowships granted
- (d) General geographic distribution of Fellowships
- (e) Financial participation of the government concerned (see 8 (b)).

2. Timing

- (a) The duration of the Fellowship will be not less than three months and will not exceed six months calculated from the date of departure from the home country to the date of return to the home country.

End

- (b) The programme must be completed within the calendar year, thus all Fellows must be back in the home country by 31 December of the year in which the Fellowship is awarded.

3. Selection Procedure

- (a) The United Nations will provide to the requesting countries application forms for individual applicants.
- (b) It is suggested that requesting governments establish a committee to carry out recruiting and selection of qualified welfare officials to be presented as candidates for Fellowships.
- i. This Committee should be composed, if possible, of experts within the Welfare Field.
 - ii. A United Nations representative will, where possible, serve as advisor to the committee.
- (c) The applicants will present their written applications to the committee and/or appropriate selecting authority, and will also be interviewed personally by the committee or a representative of the committee. Where possible, the applicant will be interviewed by the United Nations' representative.
- (d) The Committee or appropriate selection authority will make decisions as to persons to be recommended to the United Nations as Candidates.
- i. In making these decisions, careful consideration should be given to the candidate's background and the use that will be made of him and his experience when he returns to his home country.
 - ii. In proposing a country of observation, careful consideration should be given to the facilities available in the proposed country and to the candidate's ability to read, write and speak the language essential for observation in the country. (The United Nations is making available information on facilities in various countries in which Fellows are likely to observe).
- (e) The Government Official will send the applications of the persons recommended by the Committee or appropriate selection authority to the United Nations Headquarters, New York, through the appropriate channels. (Applications should be sent to the Division of Social Activities, Department of Social Affairs).
- (f) All final decisions regarding awarding of Fellowships will be made at the United Nations Headquarters, New York.
- (g) The United Nations Headquarters, New York, will send Notices of Award to the designated official in the Government concerned, to be forwarded by the official to the approved candidate.

4. Procedure following the award

- (a) On the date designated in the award, or as subsequently arranged between the Fellow and the United Nations, the Fellow will proceed for orientation to (1) New York, if he is to observe in Canada or the U.S.A., or (2) Geneva, if he is to observe in Europe, or (3) any other orientation point designated by the United Nations.
- (b) Under instruction from the New York Headquarters or the Geneva Office, depending on where he is to observe, the Fellow will proceed to the country of observation.

NOTE: Fellows will observe in only one country, except in instances in which a group of countries has been established by the United Nations as an observation unit. The Scandinavian countries and the Benelux States have been established as such units.

5. Qualifications of Candidates

- (a) Age - 25 through 55.
- (b) Sound physical health and ability to adapt to a training period.
- (c) Equipped in background, ability and interest to profit by a brief concentrated period of observation.
 - i. Having substantial academic training or substantial practical experience in or related to the field in which he wishes to observe and actively engaged or to be actively engaged in full time employment in social welfare services in his country.
 - ii. Able to read, write and speak the language that is indispensable in carrying on an observation programme in the specified field in the specified country.

6. Conditions to be placed upon the Fellow

- (a) To proceed to the country of observation as instructed in the Notice of Award.
- (b) To travel to and within the country of observation unaccompanied by family members or other traveling companions.
- (c) To remain in the programme of observation uninterruptedly during the designated period of observation.
- (d) To spend full time during the period of his Fellowship in his observation programme as directed by the designated agency in the country of observation and the United Nations.
- (e) To observe in only one country, except that certain geographic areas may be considered as observation units.
- (f) To return to his country at the end of his Fellowship to take

up his duties in the social welfare field as designated by his government or other employer.

7. General Conditions to be met by the requesting government

- (a) To present full information concerning special fields in which Fellowships are requested, at the earliest possible date, preferably toward the end of the year prior to the year for which the Fellowships are requested.
- (b) To make selections according to 3, above, as early as possible, and send applications of recommended candidates to the United Nations, Headquarters, New York, as early as possible, preferably toward the end of the year prior to the year in which the Fellowships are to be awarded.
- (c) To present each candidate's application full information regarding candidate presented, field of observation and suggested country of observation.
- (d) To furnish reasonable assurance that the country will profit by the experience gained by the candidate.
- (e) To designate an appropriate official with whom the United Nations Headquarters may deal directly on the matter of Fellowships.

8. Financial Responsibility

- (a) The United Nations will provide:
 - i. The cost of administering the Fellowship Programme at Central and Regional Headquarters of the United Nations.
 - ii. A fixed monthly stipend for Fellows beginning with the date of departure from the home country and ending on the date established by the United Nations office as the date on which the Fellow must be back in his home country. The terminal date will be not more than six months from the beginning date, and, in no instance will be later than 31 December of the year in which the Fellowship is awarded. The first stipend will be paid to the Fellow upon his arrival in New York, Geneva or other orientation point designated by the United Nations - but will be paid retroactively, as of the date of departure from the official departure point in the home country.
 - iii. Travel in connection with the observation programme within the country of observation, up to a specified limit.
 - iv. A specified amount for technical publications in the field of the Fellow's observation.
 - v. Travel to and from the home country in whole or in

part depending upon the amount the requesting country can provide in local currency.

(b) The Government will provide:

- i. All costs incidental to travel abroad such as travel within the home country and to the departure point, usually the capital city, passport and visa costs, etc.
- ii. Any necessary advances to Fellows to make it possible for them to get to the United Nations orientation point.
- iii. Travel to and from the country of observation to whatever extent it can be paid in local currency.

(c) The United Nations cannot assume financial responsibility for such expenses as may be incurred by the Fellow for sickness, accident, dental and optical care and other emergencies. The home government and/or the Fellow will be responsible for such expenses. If sickness and accident insurance is available at reasonable cost in the country of observation, the Fellow will be required to purchase such insurance from his own funds.

In the 1947 Programme, 124 Fellowships were awarded to 12 countries and Fellows observed in 10 different countries.

Under the 1948 Programme, 124 Fellows from 18 countries, observed in 14 different countries.

The fields in which the Fellows have observed, include the following:

Adult Services

Child Welfare - including Juvenile Delinquency (prevention and treatment), Maternal and Child Care, Institutional Care of Children, Child Guidance.

Community Organization

Co-operative

Delinquency (Adolescents and Adults) - prevention and treatment.

Employment Service

Family Welfare

General Welfare

Industrial Welfare

Institutional Care of Dependents (Adolescents and Adults)

Living Standards related to Welfare Programmes

Medical Social Work

Occupational Therapy

Rehabilitation of the Handicapped, including social services to persons with any type of disability, and including the manufacture and fitting of prosthetic appliances.

Rural Social Work

Social Aspects of Health Services

Social Aspects of Housing

Social Insurance

Social Legislation

775 013

Social Research
Training for Social Welfare
Vocational Training

DIVISION OF SOCIAL ACTIVITIES.
DEPARTMENT OF SOCIAL AFFAIRS
UNITED NATIONS, LAKE SUCCESS, N.Y.

October 1948.

6

775 013

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Public Health and Welfare Section
Welfare Division

Japanese Nationals

Curriculum Vitae

DATE:

NAME:

ADDRESS:

AGE:

EDUCATION:

EXPERIENCE:

PRESENT OCCUPATION:

FUTURE:

COMMENTS: (English ability, etc.)

File

STUDY "C"

UNITED NATIONS STUDY OF TRAINING PROGRAMES AND
INTERNATIONAL FELLOWSHIPS IN THE FIELD
OF SOCIAL WELFARE

PLAN OF STUDY

- I. INTRODUCTION
- II. NATURE AND SCOPE OF THE STUDY, AND METHOD OF INVESTIGATION
- III. CONCLUSION

QUESTIONNAIRES

- I. GENERAL INFORMATION ON THE STATUS AND TRAINING OF SOCIAL WORKERS.
- II. INTERNATIONAL EXCHANGE OF SOCIAL WORK PERSONNEL

Social Activities Division
United Nations Secretariat

SEPTEMBER 1947

UNITED NATIONS STUDY OF TRAINING PROGRAMMES AND INTERNATIONAL
FELLOWSHIPS IN THE FIELD OF SOCIAL WELFARE

I. INTRODUCTION

The Temporary Social Commission of the Economic and Social Council*, in a report submitted to the second session of that body on 13 June 1946, pointed out that, in view of the existing shortage of competent personnel in the field of social welfare, early study should be made under international auspices of "the training of social workers and the methods by which countries could pool their experience by an exchange of staff". On 21 June 1946 the ECOSOC instructed the newly-established Social Commission to include the training of social service personnel as one of the problems and activities that it must take. ^{to account in developing a long-term program in the field of} The present study is the result of a re- ^{social} commendation of the Social Commission stressing the need for specially trained staff as a prerequisite for improved "services to promote the well-being of the individual and the community", and of the following resolution by the ECOSOC on 19 March 1947:

"HAVING on 21 June 1946 referred to the Social Commission for study and recommendation a number of problems and activities in the field of social welfare which should be taken into account in developing a long-term programme in this field.

"REQUESTS the Secretary-General in co-operation with the specialized agencies** concerned.

1. To arrange for a study of:

* *

(c) How a long-term welfare training programme of assistance to governments may be developed, and how international fellowships may be established;

2. To submit a report to the Social Commission and to the Council on items....(c) above at the next session....."

* The Economic and Social Council will henceforth be referred to as the ECOSOC.

** The specialized agencies are those agencies established by inter-governmental agreement and having wide international responsibilities, as defined in their constitutions, in economic, social, cultural, educational, health, and related fields, which are brought into relationship with the ECOSOC, subject to the approval of the General Assembly.

II. NATURE AND SCOPE OF THE STUDY AND METHOD OF INVESTIGATION

A. Formulation of the Problem1. Definition of "social work" and "social worker"

In each country the terms "social welfare", "social work", and "social worker" have taken on a meaning that is, necessarily, profoundly affected by the social, economic, and cultural conditions prevailing in that country. Necessary first steps, therefore, in the formulation of the problem are:

- (a) The elaboration, by each country, of a definition of the nature and scope of social work and the function of the social worker, and
- (b) A summary description, by each country, of the specific fields of activity in which those persons defined as social workers are used as administrators, supervisors, or practitioners. The information received will enable the Social Commission
 - (i) To arrive at a clear understanding of the various and dynamic activities in the social welfare field for which social training is required, and
 - (ii) To take into account, in formulating plans for a long-term welfare training programme and a programme of international fellowships, not only those factors that are common to all social work in all countries, but also, the differences that exist, as between countries, in the concept of social work and the function of the social worker.

2. Scope of the study

The enquiry will cover various geographical areas concerned with the training and international exchange of social welfare personnel.

It is suggested that the Social Commission base its recommendations, and the ECOSOC its action, in developing a "long-term welfare training programme of assistance to Governments", upon the most complete information obtainable regarding the needs of the various countries for international assistance in relation to:

- (a) Existing deficiencies in national training programmes, as revealed by:
 - (1) The inadequacy, in view of current demand, of the existing supply of trained personnel for the performance of social work functions;
 - (2) Present and prospective facilities (schools of social work, short courses, in-service training, etc.) for the training of social workers.

(b) National training deficiencies that might be supplied through the promotion, co-ordination, and implementation of programmes of exchange of social welfare personnel, including international fellowships, as revealed by:

(1) Differences, as between countries, in knowledge and techniques in the various phases of social work, and the inability of particular countries to supply types of training and experience necessary for the development of their national social welfare programmes;

(2) National opportunities (existing and potential) for sending social workers to other countries for training and experience, and the existence within countries of training facilities and resources that might be made available to social workers from other countries.

B. Method of Investigation

The method to be used in the study is one that will enlist the active participation of

- (1) Government officials and individual social workers in each of the countries studied, whose official position or personal experience enables them to speak with authority on the problems under consideration;
- (2) Representatives of the specialized agencies; and
- (3) Representatives of international and national organizations interested in the training and exchange of social workers. This method, which will, it is believed, give a distinctively international orientation to the study, involves three information-getting techniques.

1. Study of Documentary Sources

Considerable information on the question of training for social work in the various countries is available in the form of

- (a) National and international surveys of training facilities;
- (b) Reports of national and international conferences of social work;
- (c) Announcements and publications of schools of social work; and
- (d) Reports of UNRRA and United Nations welfare advisors and welfare fellows. The extraction of relevant data from these documentary sources will be a continuing activity throughout the period devoted to the study.

2. Personal Interviews

Consultation at Headquarters with social welfare experts with the widest possible variety of national origins is necessary to assure to the United

Nations the benefit of a truly international approach to the subject under consideration. Personal interviews regarding the nature, scope, and method of the study are therefore being held with

- (a) Representatives of the various sections within the Division of the Social activities of the United Nations;
- (b) United Nations' welfare advisors;
- (c) United Nations' welfare fellows;
- (d) Representatives of the specialized agencies and the International Childrens' Emergency Fund;
- (e) Representatives of international and national agencies interested in the training and exchange of social workers; and
- (f) Such social welfare experts from the various countries as may be currently available for consultation.

3. Questionnaires

The bulk of the detailed information necessary for the formulation of a long-term welfare training programme of assistance to Governments must be supplied by the countries themselves. This information will be obtained by two sets of questionnaires:

- (a) A detailed questionnaire to be executed by persons closely connected with, or actually engaged in,
 - (1) The direction of schools of social work or other training facilities, and
 - (2) The planning and implementation of programmes of exchange of social work personnel; and
- (b) A brief questionnaire to be executed by appropriate government agencies.

The detailed questionnaire will be divided into two parts and will cover the following points:

- (a) General information relating to
 - (1) The nature and scope of social work and the function of the social worker;
 - (2) The professional, legal, and economic status of the group defined as social workers;
 - (3) The extent to which the present supply of social workers is adequate to meet current demands for trained staff;

(4) Present and prospective facilities for the training of social workers;

(5) The extent to which the need for trained social workers is now being met by existing schools of social work, short courses, in-service training programmes, etc; and

(6) The plans, if any, for the expansion or improvement of such facilities; (A supplementary questionnaire will be completed for each school of social work in the country.)

(b) Information on the international exchange of social workers, including fellowships, relating to

(1) The interest within the various countries for exchange of social work experience and techniques with other countries;

(2) The extent to which each country now uses, or plans to use, the facilities and resources of other countries in the training of social workers; and

(3) The procedures that have been established to facilitate such exchange.

The information thus collected will be assembled in the form of a summary report for each country to be sent to the various Governments for official review and approval. A brief questionnaire to elicit official information specifically applicable to the situation in each country (as described by the summary report) will be forwarded to Governments at the same time as the report, and will cover the following points:

(a) The attitude and resources of the Government with respect to

(1) The expansion and improvement of existing national facilities and resources for the training and exchange of social work personnel; and

(2) The development of new national training resources and facilities.

(b) The role to be played by the United Nations, the specialized agencies, and other international organizations in

(1) Initiating or developing national training facilities;

(2) Organizing international training projects such as regional seminars;

(3) Promoting, co-ordinating, and implementing programmes for the exchange of social work personnel; and

(4) In establishing a permanent programme of international fellowships.

III. CONCLUSION

Special care has been taken to consult the widest possible group of social work experts from various countries with regard to this method of study, and they are agreed on the feasibility and desirability of requesting selected social workers and/or organizations of social workers to execute the detailed questionnaires. It has been pointed out that these questionnaires may well serve, not only the purpose of stimulating social workers in the various countries to examine critically their methods of training for social work, and to make immediate constructive use of the information assembled for the United Nations. This is all the more likely inasmuch as social workers in each country, in anticipation of the International Conference of Social Work and meeting of the International Committee of Schools of Social Work scheduled for April 1948, are already deeply preoccupied with this problem. It is hoped that the questionnaire will have the further effect of prompting the creation of social work committees or "working groups" which, in addition to preparing replies to the questionnaires, will be available, subsequently, for further consultation by and cooperation with, the Secretariat of the United Nations.

INTRODUCTORY NOTE TO QUESTIONNAIRES

1. General Instructions

The attached questionnaires cover a wide range of training and exchange activities, some of which are carried on only in those countries that have well developed training and exchange programmes. The individual questions will not, therefore, be equally applicable to all countries. It is suggested that, preliminary to executing the questionnaires, the questions which do not apply to the situation in your country be eliminated. Whenever possible, documentary data, such as descriptive accounts of professional organizations, programmes of conferences, reports of training schemes, etc. should accompany the replies. In view of the brief period available for analysis of the data and preparation of a preliminary report for the third session of the Social Commission to be held in April, 1948, it will greatly facilitate the task of the Secretariat if replies can be made in one of the three languages (English, French and Spanish) into which the questionnaires have been translated and if Part II (International Exchange of Social Work Personnel) of the questionnaire, which calls for less detailed information than Part I, can be completed first and returned at an early date.

2. Formulation of Definitions

An international study of training for social work should, admittedly, rest upon universally valid definitions of social work and social worker. No such definitions now exist and it is doubtful whether any definitions sufficiently flexible to apply with more or less validity to all countries could, at present stage of development of social work throughout the world, be formulated. The frontiers of social work are not easily determined in any country, terminology has not been standardized even within countries, and the special functions of social workers cannot always be sharply differentiated from certain functions performed by members of such closely allied professions as medicine, nursing, education, law, and religion. It should be possible, however, from the definitions submitted by the various countries, to discover the conceptions common to social work in all countries and to describe similar or identical functions performed by social workers in all countries. To this end, it is hoped that each country will elaborate definitions that will (a) reflect the national character and the boundaries of the activity it describes as social work, and (b) identify the persons regarded as social workers in such a way as to distinguish them from persons engaged in allied or overlapping activities, such as nursing, teaching, etc. In those countries, in which there are few or no persons who are classified or regarded as social workers (see question 3), an attempt should be made to identify the personnel (lawyers, economists, nurses, teachers, etc.) used in the administration of social work programmes and to indicate to what extent they receive special preparation for the performance of their duties.

3. Examples of Definitions

For the information of the persons executing the attached questionnaires, several definitions have been selected at random from sources available to the Secretariat. It is not known to what extent these definitions have been accepted within the groups or within the countries in which they originated and it is not suggested that any one

- 9 -

of them should serve as a model. They may prove helpful, however, as illustrations of the way in which individuals in certain countries and international social welfare organizations have defined or described social work and social worker.

(a) The following definition was put forward at the First International Conference of Social Work in an outline for guidance in drawing up reports on the general organization of social work in the various countries: "Social work includes every effort to relieve distress due to poverty, to restore individuals and families to normal conditions of living, to prevent social scourges, and to improve the social and living conditions of the community, through social case work, through group activities, and through social research. Social work consequently includes not only relief, insurance, and social activities, but also up to a certain point, health work and education." First International Conference of Social Work (Paris, 1928) I, 174.

(b) "The characteristics of social work are as follows: individual treatment of each case; study of the contributory causes of distress and application of effective remedies. It is directed towards the elevation of general material and moral living standards, it brings together the person in need of assistance and the institution best able to help him, and becomes the binding link between the person assisted and the assisting agency" Marisable Simons U., "Social Work as a Redeeming Force in Society," Report of the Seventh Pan-American Child Congress (Mexico, 1935) I, 841. (Trans. from the Spanish.)

(c) The author of the following definition took as her point of departure a definition of social work adopted by the International Catholic Union of Social Work in its international meetings at Brussels, 1935, and Paris, 1937: "Social work is a form of social activity which, by appropriate technical means, seeks to promote the formation or normal functioning of an organization of social units necessary useful to mankind, insofar as these units are incapable of setting up such organization through their own efforts. In other words, social work is, in general, the totality of social effort coordinated and methodically carried out by technically trained persons specifically charged with its performance and addressed to the following objectives: To establish or reestablish individuals and their families, through over-all welfare and educational effort, in normal living conditions and, at the same time, stimulating personal endeavours in the direction of mutual aid, adaptation or readaptation to eradicate social problems and evils, poverty, social scourges, etc. and to prevent their recurrence through direct action upon their causes; to effect a better adjustment among the various necessary or useful social units; and, by the same token, to contribute within its own sphere of activity to the achievement or restoration of social order." H. Naegelen, "The Choice to be made among the Dominant Conceptions of Social Work Existing at the Present Time", Social Work: the Way to a New Christian Social Order (Reports presented at an International Study Meeting organized by the International Catholic Union of Social Work from 4 - 9 August, 1946, in Brussels) p. 59. (Trans. from the French.)

- 9 -

- 10 -

(d) "The Social Worker, as representative of the community, is responsible for the direct contact with persons seeking or needing help, and proposes and puts into action decisions concerning the measures most appropriate in each case." Stina Hesselman, In the Service of the Community (Stockholm, 1944) pp. 5 - 6. (Trans. from the Swedish.)

(e) "The social worker is . . . concerned with remedying certain deficiencies which may exist in the relation between the individual and his environment, and for this purpose is concerned with the total individual in relation to the whole of his environment, insofar as this is relevant to righting such deficiencies. This involves at least three things: (a) diagnosis of the particular need, sometimes simple and sometimes a skilled process; (b) knowledge of all the social services and the particular resources of a local community which may be available to help in the given cases; (c) assisting the individual or group of individuals to make the best use of these resources and to achieve a better degree of personal development and a more satisfying adjustment to the social environment. This may, of course, entail changing the individual's social setting as well as his attitude towards it." Eileen L. Younghusband, Report on the Employment and Training of Social Workers (Edinburgh, 1947) pp. 2-3.

(f) "The function of the social worker increases with every new responsibility that bids him enter in to the private life of the individual and his family, to identify himself with humankind, to help the old, the handicapped, the child and the infant, and to work with the public administration and private agencies to remedy situations of misery and maladjustment wherever they may exist." Excerpt from the announcement of the Two Year Course of Social Work, Milan, Italy, 1947. (Trans. from the Italian.)

- 10 -

PART I. GENERAL INFORMATION ON THE STATUS AND TRAINING OF SOCIAL WORKERS

A. Delimitation of the Field of Social Work and The Function of the Social Workers

1. Define the nature and scope of social work and the function of the social worker in your country. (See introductory note, and if there are few or no social workers in your country, see question A. 3. Please repeat your definition in the language of your country if a different language is used in answering the questionnaire.)
2. Specify, in detail, the areas of activity or types of services in the social welfare programme of your country in which the persons whom you regard as social workers find employment as administrators, supervisors, and practitioners.
3. If there are no persons classified as social workers in your country, or if most of the services in your social welfare programme are staffed by personnel other than social workers, describe the type of personnel used, and indicate what kind of training is required for the performance of their duties and the extent to which such training is available.

B. Professional and Economic Status of Social Workers

4. In many countries, social work is already regarded, or is currently emerging, as a profession, characterized by such activities as the following:
 - a. Promotion of high standards of practice and advancement of professional interests through organization in professional associations or federations. If such associations exist in your country, list their names, state briefly their purposes and qualifications for membership, and give latest membership figures.
 - b. Protection of the title "social worker" through systems of licensing, registration, or certification. (Licensing is a legal function, performed by the State, which restricts the practice of social work to those persons who meet prescribed requirements, while registration or certification are methods of accrediting social workers, administered under public or private auspices, which permit the use of a specific title, but do not limit the practice of social work to persons meeting the registration or certification requirements.) If any of these systems is in operation throughout or within your country, explain briefly how it is administered and give the requirements for a license, certificate, or for registration.
 - c. Collective discussion of common problems and sharing of experience in national or regional conferences of social work. If such conferences are held in your country, describe briefly their objectives and list any conferences now being planned for 1948.

/ (5) Describe,

5. Describe, as specifically as possible, the economic position of (a) trained and (b) untrained social workers in your country with respect to compensation, planned salary increases, pension schemes, dependents' allowances, etc. indicating particularly to what extent social work salaries in beginning, intermediate, and executive positions

a. Are adequate to maintain a reasonable or comfortable standard of living and,

b. Compare, in general, with salaries in analagous occupations such as teaching, nursing, secretarial work, etc.

C. Supply of Social Workers and Demand for Their Services

(It is recognized that the data requested in this section may be extremely difficult to obtain in each country, but as the purpose of the questions is to secure general, rather than precise, information on the available supply of social workers, it is hoped that each country will submit at least a rough estimate on each point)

6. Estimate the total number of social workers in your country at the present time, and show, if possible, how the total group is distributed among the following categories:

a. male and female

b. trained, partially trained, and untrained

7. Estimate the percentage of the total group employed

a. In the public (statutory) services, and show how this specific group *is distributed between*

(1) urban areas

(2) rural areas

b. In the private (voluntary) services, and show how this specific group is distributed between

(1) urban areas

(2) rural areas

8. Discuss, as specifically as possible, the extent to which the present supply of social workers (trained and untrained) is adequate to meet the following types of demand for their services:

a. Short-term demand for social workers to staff emergency services established to deal with problems relating to the aftermath of war (e.g. national emergency reconstruction and rehabilitation programmes, temporary services in relation to displaced person, etc.).

b. Long-term demand for social workers to staff established public and private welfare services.

c. Long-term demand for social workers to staff newly organized permanent public and private welfare services.

d. Long-term demand for social workers in particular localities such as rural areas, depressed areas, etc.

e. Current or emerging demand for social workers to accept positions in public or private welfare services that have not previously been staffed to any great extent by social work personnel.

f. Other

9. If the demand for social workers exceeds the supply, what incentives (scholarship schemes, educational leave plans, etc.), if any, have been offered by individual public or private agencies, professional organizations, or by government to promising candidates for

- a. Training and subsequent employment
- b. Immediate employment with provision for future training
- c. any other combination of training and employment

10. Describe and evaluate the results of any arrangements (employment exchanges, vocational bureaux, etc.) through which (a) vacancies in social work agencies are registered and (b) social workers recruited for and placed in available positions.

D. Description of Existing Facilities and Resources
For Training Social Workers

11. Training in educational institutions. (See attached supplementary questionnaire to be completed by each school of social work in your country.)

a. Give the total number of educational institutions offering social work training in your country at the present time and show how this total is divided among:

(1) Educational institutions, usually known as schools of social work, established for the sole or primary purpose of offering training in social work.

(2) Educational institutions which offer social work training as an incidental part of a general educational programme (e.g. social study courses as part of general university training).

(3) Other (educational institutions only should be considered here).

b. If educational institutions offering social work training in your country have organized national and/or regional associations, federations, committees, or unions of schools of social work, list the names of such associations, etc., state briefly the objective of each association, etc., the requirements for membership, and attach list of member schools.

12. Facilities and resources for training other than educational institutions.

a. To what extent is the need for qualified welfare staff being met through permanent specialized training programmes (e.g. training for hospital social service, etc.) conducted independently of universities or schools of social work?

(1) Describe ~~an~~ typical training programme of this kind, covering the following points:

- (a) sponsoring agency
- (b) purpose of course
- (c) criteria for selection of participants
- (d) average number of participants
- (e) length of training period
- (f) cost of training to participants
- (g) selection and qualifications of instructors
- (h) subject matters studied
- (i) provision for practical experience
- (j) documentary evidence (certificate, etc.) of completion of training

(2) Discuss the advantages and disadvantages of this type of training as a method of providing qualified welfare staff.

b. To what extent is the need for qualified welfare staff being met through brief training in short courses, seminars, etc?

(1) Describe one typical training programme of this kind (preferably a short course for social workers in the public services), covering the points outlined under 12 (1) above.

(2) Are such brief training programmes regarded as emergency measures or as permanent methods of training social workers? In either case, evaluate the result of such methods in providing qualified welfare staff.

c. To what extent is the need for qualified welfare staff being met through in-service ("on the job") training?

(1) Describe one typical in-service training programme (preferable within a public service), covering the points outlined under 12 (1) above.

(2) Indicate to what extent in-service training is an emergency or permanent training method, and evaluate the results of this method in providing qualified welfare staff.

E. Probable Future Needs for Assistance in Improving or Establishing Facilities and Resources

13. To what extent are the total facilities and resources as described in the preceding section regarded as adequate (by the social work group)

to meet the need for trained welfare staff in your country, both with respect to the numbers of social workers trained each year and the quality of the training given.

14. If the present situation in regard to the training of social workers is not regarded as satisfactory by the social work group in your country, discuss

a. Responsible or contributing factors (such as lack of funds, insufficient trained personnel to staff training programmes, unavailability of candidates for training, etc.);

b. Prospects for improvement in the situation in the near future.

15. The following types of assistance are tentatively put forward as activities that lend themselves to international co-operative action. Suggest other types of assistance that you would recommend adding to this list and see point 16 for further discussion of this question.

a. Provision of opportunities for study in other countries.

b. Promotion or co-ordination of exchange of teaching personnel.

c. Assignment of training experts to assist your government in the development of strengthening of facilities.

d. Promotion of exchange of professional literature between countries.

e. Provision of translations of basic professional literature into the language of your country.

f. Provision of regional short courses or seminars taught by panels of experts.

g. Creation of an international school of social work for post-graduates study and research.

h. Convening of international and regional conferences.

i. Co-operative definition of minimum standards of training and qualifications for social work.

j. Publication of an international periodical in the field of social work.

k. Creation of an international centre of research and documentation in the field of social work.

16. There is no present provision for international assistance in this field by the United Nations or the specialized agencies other than limited advisory services and fellowship programmes, but in the event that assistance could be given in the future, review the activities listed above and discuss each one, covering the following points:

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a. Whether each type of assistance listed would be of great value, of little value, of no value in the development or strengthening of the training programme in your country;

b. The specific way in which each of the preferred types of assistance would contribute to the development or strengthening of the training programme of your country.
(It is understood that the reply to this question in no way commits the country concerned or the United Nations to a specific programme of action at any future date.)

PART II. INTERNATIONAL EXCHANGE OF SOCIAL WORK PERSONNEL

A. GENERAL INFORMATION

1. Is there a demand within your country for opportunities to study social work and/or observe social work programmes in other countries?
2. If so, indicate, in the order of their importance, and discuss the following possible motivations underlying the demand:
 - (a) Need for specific academic training not available in your country.
 - (b) Wish to compare methods of social work training, ~~not~~ administration, and practice in other countries with those in your country.
 - (c) Wish to observe in other countries, social welfare programmes not yet developed in your country.
 - (d) Wish to introduce into your country the techniques of specific specializations that have reached a high stage of development in other countries.
 - (e) Wish to overcome the effect of wartime isolation through opportunities to pool experience and discuss common problems with social workers in other countries.
 - (f) Wish for intellectual and emotional broadening attaching to travel as such.
 - (g) Other.
3. List the countries, in order of preference, in which your nationals would like to study and/or observe social work method and programmes, and explain why these countries are preferred.
4. List, in detail, the social welfare services which your nationals would be particularly interested in studying and/or observing in other countries.

B. NATIONAL RESOURCES FOR THE EXCHANGE OF SOCIAL WORK PERSONNEL

5. Facilities for sending social workers from your country to other countries.
 - (a) List the agencies (public and private) and organizations that are already assisting your nationals through scholarships, travel grants, etc. to study and/or observe social welfare services in other countries, and describe the relevant financial arrangements.
 - (b) Describe any arrangements (committees, etc.) already in existence, or proposed, to promote the exchange of social work personnel, and/or to coordinate the efforts of the organizations listed in answer to question 5 (a) above.
6. Facilities for bringing social workers from other countries for training and observation in your country.
 - (a) List the agencies (public and private) and organizations that assist the nationals of other countries through scholarships, travel grants, etc.

to study and/or observe social welfare services in your country, and describe the relevant financial arrangements.

- (b) List the agencies (public and private) and organizations that make arrangements for the placement and professional supervision of social workers from other countries in schools and social agencies in your country.
- (c) List the services in the social welfare programme of your country which, because of their advanced stage of development, effectiveness in meeting particular needs, or other reason, you would encourage social workers from other countries to study and observe.

C. METHODS OF RECRUITMENT AND SELECTION, AND CRITERIA FOR SELECTION OF CANDIDATES FOR TRAINING IN OTHER COUNTRIES

7. Assuming that the donor organization (whether in your country or in other countries) has final responsibility for approval of candidates and the way in which they are selected, discuss the following suggested methods of recruitment and selection in relation to their feasibility and desirability for your country, and list any additional methods that you would like to see considered:

(a) Recruitment

(1) Auspices

- (a) Formation of committee composed of leading representatives of social work profession to recruit qualified candidates.
- (b) Responsibility for recruitment placed in a government agency or department.
- (c) Combination of (a) and (b).
- (d) Other.

(2) Methods

- (a) Nationwide publication (in newspapers or professional journals) of announcements of opportunities for study and/or observation abroad.
- (b) Distribution of announcements of such opportunities to all schools of social work and to private and public agencies employing social workers.
- (c) Other.

(b) Selection

(1) Anspices

- (a) Selection by a committee composed of leading representatives of social work profession in your country, including, if possible, social work representatives of the countries offering the training opportunities.
- (b) Selection by a government department or agency.
- (c) Combination of (a) and (b).
- (d) Other.

(2) Method

- (a) Written competitive examinations.
- (b) Formal oral examinations.
- (c) Personal interviews.
- (d) Consideration of completed application and documentary evidence of qualifications.
- (e) Other.

8. Discuss each of the following suggested factors that might be taken into account in selecting candidates for training abroad, indicating whether it is feasible and desirable for your country, and list any additional criteria that you would like to see included:

- (a) Definite age limit. (Suggest an upper and lower limit.)
- (b) Satisfactory completion of social work training (if available) in your country.
- (c) Satisfactory job performance in a social work or related programme. (How many years of experience should be required?)
- (d) Demonstrated qualities of, or potentialities for, positive leadership in the profession.
- (e) Evidence that candidate will return to a position in which responsible work can be made of the new methods, techniques, and skills learned in the foreign experience.
- (f) Evidence that candidate feels committed to return to her own country and to make constructive use of foreign experience in developing and strengthening national social welfare programmes.

(g) Proven ability to speak and read a language that will be acceptable to the country selected for training experience. Is the speaking and reading knowledge of the language of your country an essential requirement? If not, what language or languages should be required?

(h) Certificate of good health.

(i) Evidence of sufficient emotional maturity to enable candidate to adapt easily to new situations.

D. PREVIOUS EXPERIENCE WITH PROGRAMMES OF EXCHANGE OF SOCIAL WELFARE PERSONNEL

9. Has your country entered into reciprocal agreements with other countries to establish programmes of exchange of social work personnel for study in schools of social work, for observation, or for actual work experience? If so, describe:

- (a) The nature of the agreements.
- (b) The procedures established to facilitate such exchange.
- (c) The relevant financial arrangements.
- (d) The results of this programme.

10. Opportunities for social work training abroad have been available to many countries in recent years through scholarships, fellowships, training grants, travel grants, etc. awarded by international and national organizations and by government agencies and departments.

(a) If social workers in your country have made use of such opportunities, evaluate the results of this training in relation to the contribution made to the social welfare programmes of your country, covering such points as the following:

- (1) Positive results
 - (a) Established services reorganized and/or strengthened.
 - (b) New services established.
 - (c) Improved methods of work introduced.
 - (d) New information and professional material made available.
 - (e) Other.
- (2) Negative results

- (a) Training given in the other country or countries not adaptable or relevant to situation in your country.
- (b) Little or no constructive use made of foreign experience by workers trained abroad due to:
 - (i) Unwise selection of persons for the training experience.
 - (ii) Difficulties in readjustment upon return to your country.
 - (iii) Lack of opportunity to demonstrate new methods and techniques.
 - (iv) Withdrawal from field of social work.
 - (v) Other.

(b) If your country has received a large number of social workers from other countries under these scholarship, fellowship and training grant programmes, discuss briefly the positive and negative aspects of your experience in training them.

E. THE ROLE OF THE UNITED NATIONS IN PROMOTING, COORDINATING, OR IMPLEMENTING PROGRAMMES OF EXCHANGE OF SOCIAL WORK PERSONNEL

11. To what extent is international assistance necessary or to what extent would it be helpful in enabling social workers from your country to study and/or observe social work programmes in other countries?

12. Indicate, in the order of their importance for your country, whether and to what extent the following possible functions that might be performed by the United Nations would be of value to you in this connection:

(a) Complete or partial financial and administrative responsibility for a programme of international fellowships.

(b) Responsibility for promoting and coordinating (but not financing) programmes of exchange of social work personnel between countries.

(c) Information service to organizations and to individuals in relation to opportunities for social work training and observation in other countries, both with respect to the services that might be studied and observed and the resources available for scholarships, travel grants, etc.

(d) Other.

13. If the United Nations establishes a permanent programme of international fellowships in the field of social welfare, discuss briefly how such a programme should be operated from the point of view of rendering the most effective service to your country.