

ad 1.1.

Hungarian society defines social work in line with the contents of resolution No. (67) 16.

The institutional system of the social sector has been established; it consists largely of local government institutions and to a lesser extent of state, church and non-profit institutions. Since higher-level social training has only recently been introduced in Hungary, most of the employees are unskilled, have low or inadequate training.

The amended edition of the Uniform Classification System of Occupations published in January 1993 contains thirteen social occupations of different levels, listed under a separate sector code number; earlier there had been two social occupations requiring secondary-level training and listed under the health sector code.

In December 1992 the Hungarian Parliament passed the Social Welfare Act which, for the first time in Hungary regulates, at the highest level of law, the rights and obligations of citizens in the area of social benefits in cash and personal social care services.

The Act also provides for the collection of data on social benefits. Previously the collection of data on social benefits had been fragmented and haphazard, making it extremely difficult to study the tasks of social workers, carry out adjustments according to needs, plan the benefits or do research.

The regulation on qualifications required for the different jobs needed for implementation of the Act is still being drafted so that there is nothing to oblige the employers to replace unskilled workers with skilled workers. Consequently, access for skilled manpower to jobs is blocked. It is to be hoped that by the time social workers begin to come out of the schools in large numbers the regulation will have been introduced.

ad 1.2.

The subordination to the health services which arose from the management subordination now no longer exists.

Relations with the practitioners of other professions are now a natural and everyday thing, due also to the special course the development of social work has taken in Hungary. Within the system of social welfare institutions doctors, psychologists, teachers, etc. work with their own professional methods, according to the requirements of their own field of activity.

Coordination is carried out at the three levels of public administration (local and county public administration, state administration). At all levels of the public administration system there are common management links with the health services and cooperation links with labour affairs, cultural and other administration.

Besides the training of social workers, welfare teacher training, which trains specialists for the education and

training institutional network, is also part of the social training system.

ad 1.3.

The real social prevention is achieved not in the system of social welfare institutions but in the "normal institutions" of society, that is, the family, education and training institutions, primary health care, etc. Expert intervention based on social sensitivity by the workers in these areas is far cheaper and more efficient than handling the problems once they have already developed, within the welfare and child welfare institutional system. In view of this consideration, the paraprofessional occupations play an important role in social prevention and early intervention.

The employment problems that have arisen with the restructuring of the economy are causing an increase in social tensions. The increased quantitative and qualitative demands made on the social services, and the fact that the Social Welfare Act "decentralizes" the handling of social problems are making it obvious that there is a need for expert social work and the related training as a foundation for it.

The earlier paternalist social system which centralized sources, information and decisions did not make it possible for citizens (or social workers either) to identify the resources enabling them to change their own life situations. It will take a long while to change the social awareness and regulation. The first few years following the change

of regime have not yet brought a substantive change in this question.

Self-organizing communities were not in the interest of the totalitarian system which regarded them as a definite danger and therefore placed obstacles in the path of community social work which acted as a catalyst. Self-organizing communities able to represent their own interests are now taking shape in Hungary. In view of the fact that for the most part the interests of the various communities have not yet been articulated, their representation and lobbying in the positive sense is still lacking from the instruments available to Hungarian society; it can even be said that there is an ingrained attitude which regards it as shameful if someone represents his own interests. As a result, the conscious facing of conflicting interests and the search for compromise are lacking from public awareness in Hungary and the process of social problem-solving.

In view of the shortcomings in data collection, social policy research falls far below the level desired. The research that is conducted is largely carried out with state support and is generally based on the independent collection of relevant data with a very limited range of validity, making it almost impossible to use the data collected again or for comparison. It was therefore not possible earlier to have the research findings taken into account

in the planning of social policy.

However, it is the prevailing view in professional circles that team work is needed for the solution of complex problems, making possible

- the application of a high level of specialized knowledge,
- the elaboration of a synthesized response based on different professional considerations and expertise,
- the continuous coordination of interests and control by partners.

ad 2.4.

We consider that the definitions figuring in point II of resolution No. (67) 16 meet the requirements of the nineties.

ad 2.5.

The training of social workers has a long past in Western Europe and North America but was introduced into Hungary only a few years ago. The socialist political ideology prevented the development of social work and the institutional system of social policy. The rudimentary social work lacking expertise did not make any demands that would have stimulated social training. However, it is now obvious that specialized training is a basic condition for expert social work.

In 1984 work was begun on the elaboration of content, conception and organization to lay the foundations of

higher-level training. In February 1989, on the basis of consensus of the experts, the curriculum guidelines were drawn up as a compulsory common frame for the higher-level social training and setting out the minimum requirements. After the new Higher Education Act came into force new guidelines were published, containing approx. one third fewer hours than at present.

The Hungarian higher-level social training thus combines the continental and the Anglo-Saxon training models. In theory, the recommendation of the European Community that the training of specialists for "professions related to human existence and welfare" be carried out at higher level can also be accepted. However, in this situation without traditions, this can only be introduced gradually, in stages. For this reason, in departure from the above models, secondary-level social training is also being provided in Hungary.

The ministries for education and welfare are responsible for the higher education and the local governments for the secondary training.

Two professional bodies: the Hungarian Association of Schools and Educators Training Social Workers and Assistants (School Federation), and the Social Training Committee share in professional responsibility and participate in the development of the content and structure of training.

The organization of training

Three-year training for social organizers for persons already in employment was first introduced in 1973 at the Gusztáv Bárczi Remedial Teacher Training College, then in 1985 training in social policy, as a second diploma, was launched in 1985 at the Lőránd Eötvös University in Budapest. Training for social workers began in one place in 1989 and in five places in 1990.

At present university-level training for social policy-makers is being provided in Budapest (Lőránd Eötvös University), Pécs (Janus Pannonius University) and in Debrecen (Lajos Kossuth University). Training of social workers at higher college level is being provided in Budapest (Gusztáv Bárczi Remedial Teacher Training College), Szombathely (Pécs University of Medicine), Szekszárd (Illyés College of Pedagogy), Szeged (Szeged Medical University) and Nyíregyháza (Debrecen Medical University), and it is planned to introduce training in Salgótarján.

Training in social pedagogy is being provided in Eger, Esztergom and Hajdúböszörmény and there are plans for its introduction in a number of teacher training colleges.

The characteristics of training

The institutional system of higher social training has taken shape with a fortunate geographical distribution. It is able to train sufficient graduate specialists for the population of Hungary in a "normal situation", that is,

it is able to provide replacements for those leaving the profession and those retiring.

However, the situation in Hungary at present is abnormal in that the employees working in the established social institutional system are for the most part untrained or do not have the appropriate training. For this reason, over the next fifteen years the most important task is to provide basic training parallel with work for those working in the social institutional system or, where appropriate, second diploma training. Training courses on the job have already been launched in two places in Budapest and in Szeged and later similar training parallel with work will begin in the other training institutions too so that the lack of qualifications can be eliminated within the space of approx. 15 years.

The training is conceived in terms of a uniform social and child welfare institutional system. Consequently in this training system the special subject matter of the subareas is built up on a uniform basis. The training system takes into account the changes in the institutional system and individual mobility, and it makes possible a well-balanced manpower utilisation.

At the same time the training system provides adequate linkages: with only a small additional input the specialists can be retrained and further trained. Certain forms of

secondary-level training become modules in higher training and in cases the modules are identical.

Another basic principle of the social training is the regulation of output and module-system training, making it possible to ensure simultaneously individual training programs and adjustment to the changing system of higher education.

The proportion of practical training is high. Since this training is the specialist training for the entire social sector, practical training is being carried out in all types of social and child welfare institutions.

One of the conditions for successful social work is the establishment of appropriate partner relations with the clients and the related institutions. The skills needed for this are acquired in the course of the training process. For this reason, classes are generally small in the training places and sessions are conducted in small groups.

All these structural and theoretical considerations strengthen the horizontal links, without which prevention, early intervention and effective primary care in the social field are impossible.

ad 2.6.

The legal status of the training is determined by the Education Act and the regulations for its implementation, and by the list issued within the competence of the minister. On this basis the minister of welfare is

- the competent minister according to the discipline for the secondary-level training,
- the guiding minister for higher education institutions coming under the direction of the ministry, and
- a minister concerned for social training being conducted in higher education institutions coming under the direction of other ministers.

The minister of welfare has the deciding say in questions concerning the content, organization and financing of social training; in creating a discipline, launching or terminating training in the discipline as regards the basic training at higher level, and in determining the conditions for acquiring qualifications.

In the area of state administration decision-making, the role of expert and decision-maker are separated in the interest of ensuring a certain state administration control. In important questions the necessary decision can only be made after an expert recommendation and state administration coordination.

On the basis of the authority given by the Education Act, the Social Training Committee is the expert body of the minister of welfare; the state administration makes its decisions concerning social training on the basis of the recommendations of this body. The right of the Social Training Committee to make recommendations and be consulted in the field of social training extends primarily to

- the development of training,
- the conditions for qualification,
- the creating, launching and terminating of disciplines,
- to obtaining international recognition for the qualifications, to questions of equivalence.

The Federation of Schools Training Social Workers and Social Assistants was set up in 1990. It acts as a body for the representation of professional and social interests, helping to achieve training of international standards. It elaborates positions on the professional conditions of training, the examination requirements, the examination system, etc. It provides a frame for the professional workshop activity.

ad 2.7.

Annexe 2 sets out how the professional and educational requirements contained in Chapter II of resolution No. (67) 16 are taken into account in Hungarian social worker training.

Recommendation No. (91) 16 of the Council of Ministers was taken into account in shaping the structure and content of the training. The training is based on the humanist ideal of the respect of human dignity. The respect of human rights is manifested in shaping the order of values and in the legal subject matter. According to the order of values applied in the training, under all circumstances the social worker must support the person in distress.

ad 3.8.

In view of the fact that social work is only now emerging as a separate profession in Hungary, the identity of the social worker is only just taking shape too. Social prestige can only be expected after the identity has been shaped.

The great majority of the specialists carrying out social work are employed in the local government and state institutions and in public administration. Their wage situation is now regulated by the Act on Public Officials and Public Servants. This provides legal regulation corresponding to the social relations and economic situation, but it is being implemented in stages up to 1 January 1995. In the other institutions the provisions of the Public Servants Act serve as a guideline although they are not mandatory.

For the Republic
of Austria

Pour la République
d'Autriche

Franz Vranitzky

Federal Chancellor

Chancelier Fédéral

For the Kingdom
of Belgium

Pour le Royaume
de Belgique

Jean-Luc Dehaene

Prime Minister

Premier Ministre

For the Republic
of Bulgaria

Pour la République
de Bulgarie

Jeliu Jeleu

President

Président

For the Republic
of Cyprus

Pour la République
de Chypre

Glafcos Clerides

President

Président

For the Czech Republic

Pour la République
tchèque

Václav Havel

President

Président

For the Kingdom
of Denmark

Pour le Royaume
de Danemark

Poul Nyrup Rasmussen

Prime Minister

Premier Ministre

For the Republic
of Estonia

Pour la République
d'Estonie

Mart Laar

Prime Minister

Premier Ministre

For the Republic
of Finland

Pour la République
de Finlande

Mauno Koivisto

President

Président

For the French Republic

Pour la République
française

François Mitterrand

President

Président

For the Federal Republic
of Germany

Pour la République
Fédérale d'Allemagne

Helmut Kohl

Federal Chancellor

Chancelier Fédéral

For the Hellenic
Republic

Pour la République
hellénique

Virginia Tsouderos

*Minister of State
for Foreign Affairs*

*Secrétaire d'Etat aux
Affaires étrangères*

For the Republic
of Hungary

Pour la République
de Hongrie

Géza Jeszenszky

Minister for Foreign Affairs

Ministre des Affaires Etrangères

For the Icelandic
Republic

Pour la République
islandaise

David Oddsson

Prime Minister

Premier Ministre

For Ireland

Pour l'Irlande

Albert Reynolds T.D.

Prime Minister

Premier Ministre

For the Italian
Republic

Pour la République
italienne

Carlo Azeglio Ciampi

Prime Minister

Premier Ministre

For the Principality
of Liechtenstein

Pour la Principauté
de Liechtenstein

Markus Büchel

Head of Government

Chef de Gouvernement

For the Republic
of Lithuania

Pour la République
de Lituanie

Algirdas Mykolas Brazauskas

President

Président

For the Grand Duchy
of Luxembourg

Pour le Grand-Duché
de Luxembourg

Jacques Santer

Prime Minister

Premier Ministre

For Malta

Pour Malte

Edward Fenech-Adami

Prime Minister

Premier Ministre

For the Kingdom
of the Netherlands

Pour le Royaume
des Pays-Bas

Ruud Lubbers

Prime Minister

Premier Ministre

For the Kingdom
of Norway

Pour le Royaume
de Norvège

Gro Harlem Brundtland

Prime Minister

Premier Ministre

For the Republic
of Poland

Pour la République
de Pologne

Hanna Suchocka

Prime Minister

Premier Ministre

For the Portuguese
Republic

Pour la République
portugaise

Aníbal Cavaco Silva

Prime Minister

Premier Ministre

For Romania

Pour la Roumanie

Ion Iliescu

President

Président

For the Republic
of San Marino

Pour la République
de Saint-Marin

**Gian Luigi Berti
Paride Andreoli**

Captains Regent

Capitaines Régents

For the Slovak Republic

Pour la République
Slovaque

Vladimír Mečiar

Head of Government

Chef du Gouvernement

For the Republic
of Slovenia

Pour la République
de Slovénie

Janez Drnovšek

Prime Minister

Premier Ministre

For the Kingdom of Spain

Pour le Royaume d'Espagne

Felipe Gonzalez

President of Government

Président du Gouvernement

For the Kingdom of Sweden

Pour le Royaume de Suède

Carl Bildt

Prime Minister

Premier Ministre

For the Swiss Confederation

Pour la Confédération
suisse

Adolf Ogi

President of the Confederation

Président de la Confédération

For the Turkish
Republic

Pour la République
Turque

Tansu Çiller

Prime Minister

Premier Ministre

For the United Kingdom
of Great Britain and
Northern Ireland

Pour le Royaume-Uni
de Grande-Bretagne et de
l'Irlande du Nord

Lord Mackay of Clashfern

Lord Chancellor

Lord Chancellor

*

* *

Catherine Lalumière

*The Secretary General
of the Council of Europe*

*Le Secrétaire Général
du Conseil de l'Europe*



Strasbourg, 21 March 1994
<coord/workers/feb94/E943>

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1994/1995 Co-ordinated Research Programme in the Social Field

Study Group I on

**"the initial and further training of social workers
taking into account their changing role"**

QUESTIONNAIRE

Introduction

The Council of Europe has decided to devote the 1994/95 Coordinated Research Programme in the Social Field to a study on the **"initial and further training of social workers, taking into account their changing role"**. The Study Group will focus on the **present reality and opportunities for future development** of initial and further training of social workers in the Member States with a particular **assessment of training programmes, the function of governmental agencies, the interaction between the future employers of social workers and training institutions** as well as **the role of research and universities** in the initial and further training of social workers.

Within the above framework the Study Group has also noted and taken into account the aims and objectives of the Vienna Declaration of the Council of Europe Heads of State Summit, 9 October 1993. This implies determining the challenge to social work practice of promoting **tolerance** while opposing **racism and discrimination**; and making recommendations for improvements in **social work, training and research**. In this context the research will look in at strategies of **non-violent conflict resolution** in social work, social work with **minority and majority communities** and the **interaction between social workers and policy makers**. The particular focus of this part of the research will be on questions of **ethnic and/or religious minorities, migrations and tolerance**.

With reference to the above objectives the questionnaire is structured accordingly in two topic areas: topic area I on **information concerning the principle and objectives of social work training** and topic area II on **specific information related to migration and ethnic/religious minorities and the phenomenon of intolerance**

In order to enable trans-national comparisons to be carried out in the best conditions, the studies and research mentioned above should take care not to neglect any professional fields of social work, and the subsequent forms of training which prepare for them, i.e. the professions which deal with various target-groups (children, family, disabled people, dependent elderly people), in the places where they live (rural or urban environments), or in institutions (health and/or social). The aims of the research will be :

- to establish the present state of initial and further training of social workers in member states with regard to the above stated goals;
- to identify and describe models of "best current practice" in Member States with regard to the above stated goals; and
- to make recommendations for improvement and upgrading of initial and further training of social workers in Member States with regard to the above stated goals.

The Study Group would be grateful if you would help it in its work by responding to this questionnaire diligently. Please base your answers, whenever possible, on recent evidence and data and provide relevant documentation or statistics to substantiate the points you make. Please send in your answers back to the Council of Europe before **1 August 1994**.

Thank you for your kind cooperation!

TOPIC AREA I - Information concerning the principle and objectives of social work training

1. At what educational level and at what type of institution does the initial training of social workers take place ?
2. What importance is attached to the role of universities in social work training (including training staff)?
3. Since when has formal social work education been offered in your country ?
4. How many institutions of initial social work training are there in your country ?
5. How many qualified social workers are graduated each year ?
6. What body or agency is responsible for the certification of a social work qualification in your country ?- Please identify and describe the roles and function of the federal, state and regional/local authorities in the field of social work training.
7. Is there a national social work curriculum or does each institution decide on its own curriculum ? If yes, please attach a copy in English or French translation. - Does this curriculum also include practical training in social work establishments and in on-the-spot working situations?
8. Do social work establishments participate in work on the curricula? - If yes, please indicate in what way?
9. Is social work research part of the mandate of institutions of social work education in your country ?
10. What opportunities are provided in your country for the further training of social workers? What institution are responsible for the provision of further training ?
11. Are social workers in your country employed primarily in the private sector or in the governmental sector?
12. Is there any interaction between the employers of social workers and the training institution? If yes, please specify.
13. Do the curricula for initial training and for further education of social workers contain a human rights dimension, are specific courses available in this respect ? (please specify)

14. What mechanisms (research, consultancy etc.) exist to channel social work experience into the policy-making sphere ?
15. Are there any curricular components designed to prepare social workers for research service evaluation ?
16. What research relevant to the issues raised in this questionnaire is being conducted by schools of social work in your country ?

TOPIC AREA II- Specific information related to migration and ethnic/religious minorities and the phenomenon of intolerance

17. Please identify ethnic/religious minorities in your country (including approximate numbers).
18. What social services are available to the above ? Are social workers involved in the delivery of the social services for the above minorities? Please specify!
19. What are the specific problems that social workers confront in their interaction with these groups ?
20. Are there any difficulties social workers encounter with the larger society in connection with their work with minorities ?
21. Are there any conflicts between public authorities and social workers with respect to their work with minorities ?
22. What percentage (approximately) of social work professionals in your country are members of ethnic/religious minorities ?
23. Please give an estimate of the number of the following groups in your country : **asylum seekers, illegal immigrants, migrants, refugees** (including displaced persons and persons with refugee status under the Geneva Convention) **repatriates** (persons returning to their country of origin after having lived in another country)
24. What social services are available to the above? - Are social workers involved in the delivery of social services for the above groups ? Please specify.
25. What are the specific problems that social workers confront in their interaction with these groups ? -Is there in your country a policy or significant initiative to involve members of ethnic and/or religious minorities as faculty or students in **initial training and further education**.

26. Are there any difficulties social workers encounter with the **larger society** in connection with their work with the above groups ? - Are there any conflicts between **public authorities** and social workers with respect to their work with the above groups.
27. What percentage (approximately) of social work professionals in your country are members of the above groups ?
28. Please specify curricular elements (courses, practical projects, innovative teaching methods etc.) designed to enable social workers to interact successfully with ethnic and religious minorities and migrant populations in initial social work training **and** further education.



Strasbourg, 23 February 1994
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1994/95 CO-ORDINATED RESEARCH PROGRAMME IN THE SOCIAL FIELD

STUDY GROUP I ON

**THE INITIAL AND FURTHER TRAINING OF SOCIAL WORKERS
TAKING INTO ACCOUNT THEIR CHANGING ROLE**

First Meeting of the Study Group

(Strasbourg, 2 - 4 February 1994)

MEETING REPORT

I. OPENING OF THE MEETING

1. The 1st meeting of the Study Group on "the initial and further training of social workers" was opened by Mr Henry SCICLUNA, head of the Health and Social Policy Division.
2. The list of participants appears in Appendix I.
3. The agenda was adopted as appears in Appendix II.

II. DECISIONS TAKEN

4. The Study Group agreed took note of and discussed the nature of the study theme as described in the title "the initial and further training of social workers - taking into account their changing role", took note of the preparatory document 1 (*Coord/workers (94) 1*) and agreed on a **General Plan of Research** (Appendix III).

5. The Study Group agreed on the following short title for the study: "**the initial and further training of social workers**".

6. The Study Group took note of preparatory document 2 (*Coord/workers (94) 2*) and agreed the following programme:

Reports

7. Each member of the Group will prepare a separate report on each of the countries visited by them, together with a report on the situation in their own country.

a. These reports should be completed and sent to the Secretariat (with copy to the Director of Studies) by the following dates:

30 June 1994	report on own country
31 August 1994	report on 1st country visited
31 October 1994	report on 2nd country visited (and 3rd if appropriate)

b. It was agreed that these reports on the countries of residence and countries visited should seek to go beyond (supplement) the information to be produced by the questionnaire and should focus on the following:

- description of excellent models of good practice;
- analysis of areas of conflict between social workers and administration;
- examination of channels for feed-back of social work practice into policy-making and administrative levels - consequences for social work education and recommendations;
- innovative and/or significant research by social workers and/or schools of social work;
- the adequacy of up-to-date and locally relevant text books in social work education.

- c. These reports (between 10-15 pages in English) will be by circulated the Secretariat among the Group.

Study Visits

8. The Study Group agreed upon the following distribution of countries to be visited (subject to acceptance by the national authorities of the countries concerned):

Country	Study Group Member	Proposed Dates
BULGARIA	Ninetta ZOI	before end September
CZECH REPUBLIC	Monika VYSLOUZIL	before end September
ESTONIA	Mirja SATKA	before end June
FRANCE	Carmen SERRANO	before end September
HUNGARY	David KRAMER	before end September
ITALY	Carmen SERRANO	before end June
LITHUANIA	Mirja SATKA	before end June
NETHERLANDS	Tine SVENDSEN	before end June
POLAND	David KRAMER	before end September
SLOVAK REPUBLIC	Monika VYSLOUZIL	before end September
SLOVENIA	Monika VYSLOUZIL	before end June
SWEDEN	Tine SVENDSEN	before end June
SWITZERLAND	Ninetta ZOI	before end June
TURKEY	David KRAMER	before end June
UNITED KINGDOM	Mirja SATKA	before end September

Information concerning the organisation of the study visits is set out in Appendix IV

Countries not visited

9. Following on from the above, the countries listed below would not be visited. The questionnaire (see paragraph 15 below) will be sent to the national authorities of these countries inviting them to reply before 31 August 1993.
- i. Belgium
 - ii. Cyprus
 - iii. Iceland
 - iv. Ireland
 - v. Liechtenstein
 - vi. Luxembourg
 - vii. Malta
 - viii. Norway

- ix. Portugal
- x. Romania
- xi. San Marino

Subsequent meetings

10. The subsequent meetings of the Study Group will be held as follows:
2nd meeting: 7 - 9 December 1994;
3rd meeting: April/May 1995 (date to be fixed).
11. The 2nd meeting will be devoted to an analysis of the data obtained during the year and preparation of the draft collective report including consideration of the possible conclusions and draft proposals to the Steering Committee on Social Policy (CDPS). Decisions will also be taken on sharing responsibility within the Group for the different chapters (the final text being edited by Mr David KRAMER)
12. The 3rd meeting will be devoted to consideration and adoption of the text of the final report, conclusions and proposals.
13. Mr KRAMER will present the Study Group's report to the CDPS at its annual meeting end of June / beginning of July 1995 (date to be fixed)
14. The Study Group agreed to ask the Secretariat to look into the possibilities to hold the 2nd or 3rd meeting in Berlin. Mr KRAMER pointed out that airfares to Berlin are less expensive than to Strasbourg, interpretation was not necessary and facilities could be available free of charge. In addition a meeting in Berlin would make the work of the Council of Europe more visible to an interested public.

Questionnaire

15. The questionnaire adopted by the Study Group (see Appendix V) will serve as the basis of the Group's research. It will be sent to the national administrations of all member countries of the Council of Europe (whether to be visited or not) together with a copy of the Vienna Declaration.

APPENDIX I

LIST OF PARTICIPANTSAllemagne/Germany

Mr David KRAMER, Sybelstrasse 45, D - 10629 BERLIN, Tel +49 30 323 86 59 (work)
+49 30 323 86 59 (private), Fax +49 30 323 91 71

Autriche/Austria

Mrs Monika VYSLOUZIL, Sickenberggasse 7/16, A - 1190 WIEN, Tel/Fax +43 1 37 54 30

Danemark/Denmark

Ms Tine E. EGELUND SVENDSEN, Østerbrogade 39, DK - 2100 COPENHAGEN Ø,
Tel +45 1 31 42 46 01 (work) +45 1 35 43 02 63 (private), Fax +45

Finlande/Finland

Ms Mirja SATKA, Kumpulantie 2, SF - 40 600 JYVÄSKYLÄ, Tel +358 41 603 120 (work)
+358 41 244 442 (private), Fax +358

Grèce/Greece

Ms Lambrini Ninetta ZOI, C/O National Welfare Organisation, 6, Ypatias street
P.O Box 1094, GR - 101 10 ATHENS, Tel +30 1 322 40 06 (work) +30 1 652 93 16 (private)
Fax +30 1 323 3650 (work)

Espagne/Spain

Mme Carmen SERRANO ZANON, Ministry of Social affairs, C/Condesa de Venadito N°34,
E - 28027 MADRID
Tel +34 1 347 81 17 (work) +34 1 441 18 51 (private)

Secretariat

DIRECTORATE OF SOCIAL AND ECONOMIC AFFAIRS, Health and Social Policy Division
Mr Henry SCICLUNA, Head of Health and Social Policy Division
Mrs Anna Gillett, Health and Social Policy Division, Secretary of the Steering Committee on Social
Policy (CDPS) - Apologised -
Mr Thomas KATTAU, Health and Social Policy Division, Secretary of the Study Group
Tel +33 88 41 22 84 Fax +33 88 41 27 18

APPENDIX II

AGENDA

1. Opening of the meeting
2. Introduction of the participants
3. Adoption of the draft agenda
4. Short statement by the Director of Studies
5. Statement by the Secretariat on the research programme (background to subject chosen, rules, practical aspects)
6. Introduction and discussion of the draft general plan of research and the proposed working method (see preparatory document So-Coord. I (94) 1)
7. Discussion on the draft detailed research plan (see preparatory document So-Coord I (94) 2)
8. Discussion on the draft questionnaire (see preparatory document So-Coord. I (94) 3)
9. Other business
10. Date and place of the second meeting.

APPENDIX III

GENERAL PLAN OF RESEARCH

1. The goals of the research

In keeping with the goals enunciated in the Vienna Declaration of the Council of Europe Summit, 9 October 1993, the 1994/95 Study Group will focus on the present reality and opportunities for development in the future of initial and further training of social workers in the Member States with particular regard to the new challenges confronting social workers.

To determine the challenge to social work practice in promoting **tolerance** while opposing **racism** and **discrimination**; and to make recommendations for improvements in **social work, training and research**.

We will look in particular at :

- **strategies of non-violent conflict resolution in social work**
- **social work with minority and majority communities**
- **interaction between social workers and policy makers**

Our particular focus will be on questions of :

1. **Ethnic and/or religious minorities**
2. **Migrations (including repatriate communities)**
3. **Tolerance**

The aim of the research will be :

- to establish the present state of initial and further training of social workers in member states with regard to the above stated goals;
- to identify and describe models of "best current practice" in Member States with regard to the above stated goals; and
- to make recommendations for improvement and upgrading of initial and further training of social workers in Member States with regard to the above stated goals.

2. The research instrument

The principal research instrument will consist of a comprehensive questionnaire. This questionnaire will be sent to all Member States with suggested alternative methods for responding to it. Several Member States will be visited by one of the researchers of the Study Group. The questionnaire should help researchers to control and verify their reports.

3. The general procedure

The Study Group will have three meetings.

The overall research plan and the draft questionnaire were discussed and finalized in the first meeting. The dates and venues for the second and the third meetings are also established in the first meeting.

The second meeting will concentrate on the final report, the conclusions and, to the extent possible, on draft recommendations.

At the third, and final, meeting final texts will be discussed and approved.

APPENDIX IV

Information on the organisation of the study visits

Preparation of the study programme

1. Following the meeting the Secretariat will contact the various national administrations informing them of the decisions taken with regard to the proposed study visits, and request them to designate a person or department to assist the member of the Study Group concerned in the organisation of his or her study visit.
2. In arranging the study visits, it was agreed that the Secretariat should request the national administration to include meetings with representatives from all the different agencies (governmental services, eg. health, social security, social services ; non-governmental services eg voluntary/community groups, media) and actors (policy makers, case-workers, child-protection officers, academics, journalists) concerned with the provision of family services.
3. Once appointed, the Secretariat will inform the Study Group member concerned of the identity of the liaison person/department, and with whom it will then be for the member to agree upon the details of the study visit (length, dates, meetings etc). The Secretariat should be kept informed of all arrangements made and provided with a copy of the programme for each study visit as agreed with the liaison officer.
4. Each visit should not exceed 10 days including travel¹. In order that the total time available to the Group is not exceeded, the dates of each study visit should be agreed with the Secretariat before being finalised.
5. The Secretariat will provide the members of the Study Group with a letter of accreditation for the purposes of facilitating their research.

Practical and Financial Arrangements for the Study Visits

6. The members of the Study Group were reminded of the regulations concerning the arrangements for their study visits and in particular the payment of their expenses - see Part X of the Regulations. In particular :

Routes

7. The study visits shall be arranged as economically as possible, ie round trips if less expensive than two return journeys, air travel at excursion rates or other reduced fares, etc. if possible. If need be, the tickets can be provided by the Council of Europe.
8. The expenses involved in travel carried out as part of the research programme arranged or approved by the competent authorities of the host countries (with the exception of urban transport or taxi fares) will be refunded by the Council of Europe on presentation of a claim

¹ However the total number of days for the combined visits to Luxembourg and Switzerland should not exceed 10 days.

for reimbursement accompanied by a copy of the study programme and the vouchers relating to the trips made. Such expenses should nevertheless be kept to the absolute minimum.

Reimbursement of expenses

9. In accordance with their programmes, and on request, the Secretariat will pay the cost of travel (if tickets have not been provided by the Council of Europe) and subsistence allowances as follows :
 - i. subsistence allowances (the equivalent of 700 FF per day) will be paid either in the host country in the local currency or in the country of origin after completion of the study visit;
 - ii. travel expenses (cost by the shortest route and the least expensive means of transport: by air, tourist class - if possible use should be made of existing reduced fares : excursion, APEX², etc; by train, 1st class; by sea 2nd class - subject to the cost of the journey not exceeding the air fare under the conditions mentioned above) will be reimbursed by the Council of Europe on presentation of the corresponding tickets or vouchers, or photocopies thereof,
 - either in the host countries (provided the tickets or vouchers are received by the Secretariat, at least 2 weeks beforehand) and when the subsistence allowance is paid,
 - or in the country of origin after completion of the study visit.

A member of the Study Group travelling by private car is entitled to reimbursement of his or her travel expenses on the basis of the 1st class rail fare (circular or return), without supplements. This payment will be made in two instalments: the first being transferred to the host country and the second in the country of origin after return, or in full in the country of origin after completion of the study trip. Expenses incurred on travel within the host countries, with the exception of urban transport, will be refunded on the same basis. Here it would be helpful if the corresponding 1st class rail fare could be indicated on the claim submitted to the Council of Europe.
 - iii. Claim forms, which are to be filled in after completion of the study visits, will be forwarded to the members of the Study Group.

² Where APEX tickets are used, it might be advisable to take out cancellation insurance, the cost of which will be refunded by the Council of Europe on presentation of the relevant proof of insurance.

APPENDIX V

QUESTIONNAIRE

Introduction

The Council of Europe has decided to devote the 1994/95 Coordinated Research Programme in the Social Field to a study on the "**initial and further training of social workers, taking into account their changing role**". In order to take into account the aims and objectives of the Vienna Declaration of the Council of Europe Heads of State Summit, 9 October 1993, the 1994/1995 Study Group will focus on the present reality and opportunities for development in the future of initial and further training of social workers in the Member States. That is: to determine the challenge to social work practice in promoting **tolerance** while opposing **racism** and **discrimination**; and to make recommendations for improvements in **social work, training and research**.

The research will look in particular at :

- **strategies of non-violent conflict resolution in social work**
- **social work with minority and majority communities**
- **interaction between social workers and policy makers**

Our particular focus will be on questions of :

1. **Ethnic and/or religious minorities**
2. **Migrations** (including repatriate communities)
3. **Tolerance**

The aim of the research will be :

- to establish the present state of initial and further training of social workers in member states with regard to the above stated goals;
- to identify and describe models of "best current practice" in Member States with regard to the above stated goals; and
- to make recommendations for improvement and upgrading of initial and further training of social workers in Member States with regard to the above stated goals.

The Study Group would be grateful if you would help it in its work by responding to this questionnaire diligently. Please base your answers, whenever possible, on recent evidence and data and provide relevant documentation or statistics to substantiate the points you make.

Please send in your answers back to the Council of Europe before **1 August 1994**.

Thank you for your kind cooperation.

TOPIC AREA I - Basic information on social work training

1. At what educational level and at what type of institution does the initial training of social workers take place ? - Since when has formal social work education been offered in your country ?
2. How many institutions of initial social work training are there in your country ?
3. How many qualified social workers are graduated each year ?
4. What body or agency is responsible for the certification of a social work qualification in your country ?
5. Is there a national social work curriculum or does each institution decide on its own curriculum ? If yes, please attach a copy in English or French translation.
6. Is social work research part of the mandate of institutions of social work education in your country ?
7. What opportunities are provided in your country for the further training of social workers? What institution are responsible for the provision of further training ?
8. Are social workers in your country employed primarily in the private sector or in the governmental sector.

TOPIC AREA II - Ethnic and religious minorities

9. Please identify ethnic/religious minorities in your country (including approximate numbers).
10. What social services are available to the above ?
11. Are social workers involved in the delivery of the social services for the above minorities? (Please specify.)
12. What are the specific problems that social workers confront in their interaction with these groups ?
13. Are there any difficulties social workers encounter with the larger society in connection with their work with minorities ?
14. Are there any conflicts between public authorities and social workers with respect to their work with minorities.
15. What percentage (approximately) of social work professionals in your country are members of ethnic/religious minorities ?

TOPIC AREA III - Migration

16. Please give an estimate of the number of the following groups in your country :
 - a. asylum seekers
 - b. illegal immigrants
 - c. migrants
 - d. refugees (including displaced persons and persons with refugee status under the Geneva Convention)
 - e. repatriates (persons returning to their country of origin after having lived in another country)
17. What social services are available to the above?
18. Are social workers involved in the delivery of social services for the above groups ? (Please specify.)
19. What are the specific problems that social workers confront in their interaction with these groups ?
20. Are there any difficulties social workers encounter with the larger society in connection with their work with the above groups ?
21. Are there any conflicts between public authorities and social workers with respect to their work with the above groups.
22. What percentage (approximately) of social work professionals in your country are members of the above groups ?

TOPIC AREA IV - Initial training, further education and research

23. Please specify curricular elements (courses, practical projects, innovative teaching methods etc.) designed to enable social workers to interact successfully with ethnic and religious minorities (re: II) and migrant populations (re: III) in initial social work training.
24. Please specify curricular elements (courses, practical projects, innovative teaching methods etc.) designed to enable social workers to interact successfully with ethnic and religious minorities (re: II) and migrant populations (re: III) in further education.
25. Is there in your country a policy or significant initiative to involve members of the groups dealt with under topic areas II and III as faculty or students in
 - a. initial training
 - b. further education.
26. Do the curricula for initial training and for further education of social workers contain a human rights dimension, are specific courses available in this respect ? (please specify)

27. What research relevant to the issues raised in this questionnaire is being conducted by schools of social work in your country ?
28. What mechanisms (research, consultancy etc.) exist to channel social work experience into the policy-making sphere ?
29. Are there any curricular components designed to prepare social workers for research service evaluation ?

COUNCIL OF EUROPE

93266/94.

SECRETARIAT GENERAL

Novak
03.29.94

Please quote :

TK/am

Strasbourg, 23 March 1994

Re: *1994/95 Co-ordinated Programme in the Social Field - Study Group I on "the initial and further training of social workers taking into account their changing role"*

Dear Mrs Novak,

I am writing to you following the 1st meeting of the Study Group on the *initial and further training of social workers taking into account their changing role* which met in Strasbourg 2-4 February 1994. I enclose for your information a copy of the meeting report as well as the questionnaire adopted by the Group. (documents Coord/workers (94) 4 and Coord/workers (94) 3).

As you will see from the meeting report, it was decided that Mr Kramer should visit your country for the purposes of preparing her research on the above mentioned subject. The Permanent Representation of your country has been requested in the usual way to arrange for the appointment of a liaison officer by the competent authorities to assist Mr Kramer in the preparation of a study programme (a copy of the letter from Mr Guthrie and dated 22 March is enclosed).

I would be most grateful if you could take the necessary steps to ensure that the liaison officer is appointed without delay, and of course any assistance which you can give Mr Kramer in the preparation of his study visit will be greatly appreciated. You will see in particular that Mr Kramer would like to visit your country before the end of September 1994.

Yours sincerely,



Henry SCICLUNA
Head of Health and Social Policy Division

Mrs Katalin NOVAK
Head of Division
International Relations Department
Ministry of Welfare
Arany János u. 6-8
H - 1361 Budapest

cc Mr Kramer

Postal address :

COUNCIL OF EUROPE
F-67075 Strasbourg Cedex
FRANCE

Telephone :
88 41 20 00

Telex :
870943 EUR F

Telecopy :
88 41 27 81/82/83

10664/94

Please quote :

Strasbourg, 22 March 1994

Subject : *1994/95 Co-ordinated Research Programme in the social field Study Group I on the initial and further training of social workers taking into account their changing role*

Sir,

I have the honour to inform you that the above mentioned Study Group held its first meeting from 2 to 4 February 1994 in Strasbourg. In accordance with the decisions reached on this occasion, research will be carried out by the Study Group in the Member States of the Council of Europe.

In this connection it was suggested that, subject to the agreement of the competent authorities, Mr David KRAMER (Germany), Professor of social policy, Fachhochschule für Sozialarbeit und Sozialpädagogik, Berlin, should carry out a fact finding tour in your country, to last a maximum of ten days including travel time and to take place preferably before the end of September 1994.

The exact dates and duration of the fact finding tour should be agreed upon directly by Mr Kramer and the liaison officer to be designated by your country's authorities.

If, as I hope, the competent authorities of your country, are in a position to receive Mr Kramer, I should be grateful if you would be so kind as to let me know as soon as possible and preferably before 30 April 1994 the name and address of the person and/or department assigned to assist him in the proposed research and also in the organisation of a study programme, indicating, if possible, the period likely to be considered for the planned investigations.

On receipt of the agreement of the competent authorities of your country and of the appropriate indications in this respect, the Secretariat of the Council of Europe will inform Mr Kramer accordingly and ask him to make direct contact with the designated liaison officer for the arrangement of his fact finding tour.

Finally, I enclose a memorandum setting out the wishes of the Study Group, which I hope the competent authorities of your country will be able to take into account in the preparation of the study programme for Mr Kramer's research.

Please accept, Sir, the assurance of my highest consideration.

On behalf of the Secretary General



Robin Guthrie
Director of Social and
Economic Affairs

Mr János PERÉNYI
Extraordinary and Plenipotentiary Ambassador
Permanent Representative of Hungary
4, rue Richard Brunck
67000 STRASBOURG

cc Mr Kramer
Member of the Steering Committee on Social Policy for Hungary

Postal address :

COUNCIL OF EUROPE
F-67075 Strasbourg Cedex
FRANCE

Telephone :
88 41 20 00

Telex :
870943 EUR F

Telecopy :
88 41 27 81 / 82 / 83

1994/95 CO-ORDINATED RESEARCH PROGRAMME IN THE SOCIAL FIELD

*on the initial and further training of social workers
taking into account their changing role*

MEMORANDUM

Preparation of the study programme

- Country : Hungary
- Researcher : Mr David KRAMER
Sybelstrasse 45
D - 10629 BERLIN

Tel: +49 30 323 8659 (private)
Fax: +49 30 323 91 71
- Languages : English, German
- Maximum duration of visit : 10 days (including travel time)
- Preferred dates : before the end of September 1994
- Scope : The programme should, if possible, include meetings with representatives from all the different agencies (government services, for example health, social security, social services, education; non governmental services) and actors (policy makers, social workers, academics) concerned with the training of social workers.
- Background document(s) : a. the questionnaire of the Study Group (document Coord/workers (94) 3)

b. Vienna Declaration

copies enclosed
- Other information : Circulation of the questionnaire

Mr Kramer's research would be greatly assisted by the following:
- a. completing the questionnaire and sending it to him, together with any other relevant information, before the planned study visit takes place.
- b. circulating the questionnaire among the various organisations and individuals concerned by the study in your country and preparing a summary of their observations.
- c. sending the questionnaire in advance of Mr Kramer's visit to all those he is to meet.