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ORGANIZATION AND ADMINISTRATION OF SOCIAL WELFARE
SERVICES

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INTRODUCTION

The ECA Workshop on Extension of Family and Child Welfare Services within Community Development Programmes, held at Accra from 21 November to 3 December 1960, gave primary importance to the organization and administration of social welfare services. One of its recommendations stressed that governments in Africa should be assisted in "planning the organization and administration of family and child welfare services and the extension of appropriate training programmes" ^{1/}.

It was recognized that many countries in Africa which have recently gained or are about to gain their independence have already established various social welfare programmes, which are organized and administered on a variety of lines. As the administrative patterns have to be studied and assessed with reference to factors influencing the development of social welfare services, the recommendation of the Accra Workshop was taken as the basis for arrangements to convene a meeting of experts on the organization and administration of social welfare services in Africa. At the third session of the Economic Commission for Africa, held at Addis Ababa from 7 to 18 February 1961, that recommendation was approved unanimously. It has accordingly been thought useful to suggest to the Standing Committee an approach to the topics that will be discussed at the meeting, which will be held at Abidjan in April 1962.

In view of its ramifications, the subject of the organization and administration of social welfare services should be approached under the following five main headings:

1. Scope and content of social welfare services

Here what is required is a definition of the nature, scope and content of the social welfare services together with a study of their various aspects concentrated in particular on factors affecting their development.

2. Organization of social welfare services

Under this heading consideration should be given to administrative patterns of the social welfare services in various African countries, with special attention to:

- (a) Central government's responsibilities;
- (b) Local authorities' responsibilities; and
- (c) Role of voluntary organizations.

3. Co-ordination of social welfare services

It will be necessary to study methods of co-ordinating the social welfare services, with particular reference to the inter-relationship between the services within technical departments, such as health, welfare, home economics etc. Co-ordination will also have to be treated from the point of view of relations between government and voluntary agencies and the latter.

4. Personnel

Here attention will have to be given to recruitment requirements and practices and to in-service training and other methods of providing more staff for social welfare programmes.

5. Financing of social welfare services

There must be a brief examination of the respective roles of the State and the voluntary organization in financing national social welfare programmes.

A. SCOPE AND CONTENT OF SOCIAL WELFARE SERVICES

The term "social welfare services", as used in various countries, covers a variety of concepts and practices which have a direct bearing on the organization and administration of these services.

In some, and particularly African, countries, these services usually take

the form of "case-work" concentrated in urban areas and not yet extended to rural areas. They have been mostly devoted to probation and the treatment of juvenile delinquents. Sometimes, the term "social services" has been very broadly used to cover health, education, home economics, housing, social security etc.. In some countries the social welfare services are directly related to health services and have come to be called "medico-social services". In other countries still, they have been broadly thought of as the services directly related to social work done with individuals, groups or communities by social workers applying case-work, group-work or community organization methods. The United Nations has defined "social welfare" as "an organized activity that aims at helping towards a mutual adjustment of individuals and their social environment. This objective is achieved through the use of techniques and methods which are designed to enable individuals, groups and communities to meet their needs and solve their problems of adjustment to a changing pattern of society and through co-operative action to improve economic and social conditions" ^{1/}.

For purposes of definition the social welfare services were classified by the 1959 Group of Experts under the following headings:

- (i) Community services, including planning; the organization of of local voluntary services and village or area social service councils; the extension of organized social services to rural areas; the organization of citizens' committees for social action, and of community and family centres.
- (ii) Services for families and individuals, including family counselling, family life education, family budgeting, child and youth welfare services, day-care services, and care and services for the aged; also social services for persons in economic difficulties, including emergency relief, material assistance to persons in continuing need, and supplementary feeding schemes.

^{1/} The Development of National Social Welfare Service Programmes (UN Publication Sales No 60 IV.1). Report by the Group of Experts on Social Services which met in New York in 1959.

- (iii) Services for groups, including informal education, clubs, day camps and playgrounds, holiday camps, and other organized leisure-time activities for different age groups.
- (iv) Services for individuals and groups with special needs, including children deprived of a normal home life; the socially, physically and mentally handicapped; the sick and those faced with other health, including mental health including mental health problems, the chronically ill and disabled; the socially maladjusted, including delinquents and adult offenders, migrants, refugees and minority or other groups in the population having special needs.

In addition, the Group of Experts listed activities undertaken within the framework of related services; medical, mental health or psychiatric social work; social work; social work in family planning, rehabilitation of the handicapped; school social work; social work in the armed forces; industrial social work; social work in vocational guidance and placement; court social work; the treatment of offenders; (a) preventive services; (b) social work in penal institutions; (c) after-care and parole; (d) social work in housing projects; (e) social work in social security agencies and (f) social work in community development programmes ^{1/}

Factors influencing social welfare services

In certain countries the development of social welfare services has been influenced by many factors, e.g. cultural, economic, demographic or political. Many countries in Africa are clearly exposed in varying degrees to the effects of rapid change and the impact of economic and political changes on traditional and social patterns of living. The

^{1/} Op. cit..

tribal family and clan, governed by traditional customs and protected by indigenous and informal social welfare services, have in certain cases abandoned these services in favour of services extended by the central government or local authorities.

Economic development and the gradual growth of towns and cities have also affected the development of social welfare services. The expansion of cities like Lagos, Ibadan and Cairo, with increased migration from rural to urban areas, has created social problems which demand urgent planning and the extension of national social welfare service programmes. Among political factors are systems of government and the role of local authorities in the provision of social welfare services. There is also the question of the extent to which the central government can decentralize its services to the people. Again, the organization of social welfare services is influenced by demographic factors, such as the size, density and the geographical distribution of the population. National social welfare service systems in an over-populated country like the UAR may differ in scope from those in countries of the size of Ghana or Congo (Brazzaville).

The Accra Workshop summed up the factors affecting the various countries in Africa as mostly due to "Variations in stages of political, technological and social development and in the countries' financial and technical ability to contemplate national programmes".

Among the main factors and problems recognized by the Accra Workshop as affecting social development in African countries were the following ^{1/}:

- Impact of rapid economic and political changes on social patterns;
- General realization of the diversity of existing governmental
- machinery in matters affecting the social life of the community
- and of the need to co-ordinate social effort;

^{1/} Report of the Workshop on Extension of Family and Child Welfare Services within Community Development Programmes, held at Accra from 21 November to 3 December 1960 (E/CN.14/79 - E/CN.14/FCW/3, pp. 5 & 6)

- Ways and means of financing national schemes out of national budgets;
- Migration of relatively large numbers of people to urban or industrial centres and effects of this migration on family and individual life;
- Problem created by the break-up of nuclear families owing to part-migration;
- Measures to adapt families to new social conditions;
- Need for improved and adapted educational systems and for co-ordination of formal and social education;
- Need for adult education in order to secure family cohesion and proper care and control of children;
- World-wide tendency towards juvenile delinquency, in which Africa shares mainly as a result of social anomalies; need to take adequate preventive measures to deal with it, as a part of family and child welfare services; importance of after-care programmes and social integration of juvenile delinquents.

B. ORGANIZATION OF SOCIAL WELFARE SERVICES

The social welfare services in African countries have developed along a variety of lines. In the UAR, for example, the National Social Welfare Programme is centred in one Ministry, namely, the Ministry of Social Welfare, which is responsible for central policy, planning, organization and administration. In other cases, like Ethiopia, social welfare programmes come under the Ministry of Community Development. In others again, like Sudan, responsibility for social welfare services is spread over a number of departments, such as education, public health and labour. In others still like Libya, social welfare services have been primarily the responsibility of voluntary organizations.

From the point of view of social welfare programme patterns, the African countries can be roughly classified as follows :

- (a) Those having a central government department responsible for policy, planning, co-ordination and organization of social welfare services (e.g. Ghana, the Ivory Coast, Nigeria, Uganda, UAR etc.);
- (b) Those in which the social welfare services are spread over a number of government departments, such as community development, health, education, sports and youth departments (e.g. Dahomey, Ethiopia and Sudan).
- (c) Those in which responsibility for social welfare services is primarily vested in voluntary organizations (e.g. Libya and Somalia).

Whatever pattern is followed in any country, there should be at least some central government body responsible for policy and the planning and co-ordination of the services.

Central government administration

The responsibilities and functions of the central government as regards social welfare services might be summed up as follows :

- (a) Central planning of social welfare services : Although many African countries have given priority to economic development, it is noted that social welfare services have occupied a major role in national policy in developing countries. Planners and planning require reliable research and available data on which to base central planning and national policy and programmes.
- (b) Establishment of priorities : Developing countries in Africa cannot help but establish priorities in the field of social welfare. Priority is usually given to the broad urgent needs and problems of the majority rather than to services for special groups (e.g. delinquents or the aged), to preventive rather than curative services and sometimes to rural rather than urban populations. It is, however, the responsibility of the central government administration to establish priorities based on resources, personnel and the financial situation.

(c) Co-ordination of services : In those African countries in which welfare services are spread over a number of departments, there should be a central authority responsible for close co-ordination. It is important, for example, to co-ordinate welfare services dispersed among departments of health, education or agriculture, to ensure adequate attention for social welfare aspects. Some countries have central co-ordinating commissions for this purpose, e.g. the Central Board for Co-ordination of Welfare and Community Development at the Imperial Ethiopian Ministry of Community Development.

(d) Legislation on social welfare : Social legislation has been enacted in some countries, for the purpose not only of establishing policy, but of laying down standards and criteria for welfare services and their operation.

(e) Research and evaluation of programmes : In so far as technical resources allow some periodic research and evaluation of welfare programmes should be attempted. Consideration should be given to the distribution of services, the scope and content of programmes and the relation of services to needs.

Decentralization and role of local government

Whether social welfare services can be decentralized will largely depend on the available machinery at national and local levels. At all events, the decentralization and delegation of responsibility must be gradual. Local authorities will normally assume responsibility for programmes, the content of the services, recruitment of personnel and provision of supplementary funds, while the central government remains responsible for policy, planning and central financing.

In some countries, like Ghana, Nigeria, Uganda and the UAR, where the local authorities play an important role, the central government have delegated to these authorities the right to extend and implement

social welfare services. In others, such as the Ivory Coast, Senegal and Togo, there has been very little decentralization of social welfare services. A factor that should help the extension of social welfare services under local authorities, is the initiation of community development programmes based on self-help and participation of the inhabitants in operating welfare services. Factors strongly affecting the decentralization of programmes to local level have been the availability of technical personnel and funds. On the subject of the functions and responsibilities of local authorities in social welfare, the UN Group of Experts on Social Services which met at New York in 1959, stated in its report that:

"Since social service programmes involve personal contacts with individuals, they should be administered on a decentralized basis. It is, however, necessary to consider the desirable and the possible when planning fields in which decentralization might take place."

In some countries, particularly in those where central services developed from local government action, decentralization is an essential feature of the administration of social service. However, the central authority should exercise a supervisory function, in order to ensure uniformity of coverage and the maintenance of standards. Such supervision is usually carried out through the exercise of budgetary control in the form of grants and subsidies and, at the same time, advice is made available by central Government officials. In countries where social service has been initiated by a central Government, it is important that the responsibility of the Government should not be delegated until such time as the local authority is capable both financially and technically of undertaking such responsibility. For example, however willing and financially able a local authority may be to undertake social service functions, it is imperative that services which require adequately trained personnel should not be handed over

until there is the possibility of obtaining them. In some countries, training programmes at the local level have been established through the temporary secondment of staff by the central Government to organize programmes and train local personnel" ^{1/}

The role of voluntary organizations

In certain African countries, social welfare services have been initiated by voluntary effort; Kenya, Sudan and Togo are examples of countries where most social welfare services were primarily conducted by voluntary agencies. The sense of civic responsibility has frequently moved citizens to initiate child welfare services, youth holiday camps, women's clubs, community centres etc.. The voluntary organizations they created have often served as examples impelling governments to take over and spread their good work. Mission welfare services have set similar good examples in providing services in both urban and rural areas. Voluntary associations also offer the advantage of experimental services that can, through flexibility in planning and programming, be extended to various communities; the fact that they are not bound by legislation has aided their growth and extension; relations between them and the central government are so important as to merit very careful consideration and planning. In drawing attention to the importance and to the significant contribution of the voluntary organizations, the UN Group of Experts said ^{2/}

"To the extent that voluntary effort, however organized, is considered a practical expression of national effort in social policy, it should be co-ordinated with the over-all policy of government. Assuming that there is a measure of co-ordination between the voluntary bodies themselves, some means would need to be found to ensure that the scope of the operations of such organizations and the standard of work and practice are commensurate with both the aims of the organization and their relation to the over-all policy of government. Oneway in which this can be

^{1/} Op. cit., p. 35 - 36

^{2/} Op. cit., p. 36

accomplished is through the exercise of a varying measure of financial support, which would permit both regulation and supervision and encourage the extension of voluntary services".

C. CO-ORDINATION OF SOCIAL WELFARE SERVICES

Co-ordination of social welfare services, is a theme demanding thorough study, which may be considered under three headings :

Co-ordination of services among inter-technical government

programmes, e.g. health, education, home economics and social welfare;

Co-ordination among government and voluntary welfare services; and

Co-ordination among voluntary organizations.

(a) Co-ordination of services among inter-related technical government programmes

The inter-relationship of services in technical fields within a government programme, such as health, education, home economics or labour services is one entailing careful planning. In certain African countries where welfare services are closely related to health services, e.g. Dahomey, the Ivory Coast, Kenya and Senegal, it is most desirable that a close working relationship exist between administrators and personnel in the planning and implementation of a programme. For example, in the 'Centre Social (Ivory Coast and Senegal) services cover health, nutrition, home economics and welfare, and are extended through maternal and child health programmes, nurseries and crèches, nutritional programmes, home economics programmes (among mothers and other women), as welfare services for neglected children, placement in institutions and family counselling. It is highly desirable for doctors, nurses, midwives, nutritionists, and the assistantes sociales to work as a team. This co-ordination should be conducted at central planning level between the Health and Welfare Departments. In countries like Ethiopia, Ghana and Uganda, social welfare programmes are very closely related to community development programmes.

Efforts have been made not only to co-ordinate the services but also to integrate the administration, for instance in Ethiopia and Ghana, where

one director is in charge of the two branches. Furthermore, efforts have been made, particularly in Ghana, to plan a co-ordinated training programme to bring social welfare and community development personnel together for training in basic concepts and principles. This common training programme is followed up by supplementary practical courses, whether in home economics (for women) or in health education (for health personnel), or in housing skills. Certain countries, like Ethiopia and the UAR, have established co-ordinating boards, which represent Ministries of Education, Health, Labour and Justice to ensure closer co-ordination in social welfare Planning among technical departments.

(b) Co-ordination among government and voluntary welfare services

This type of co-ordination have been given priority in many African countries where voluntary social welfare services have superseded those sponsored by the government. In such a country, as the UAR, a special department has been established at the Ministry of Social Welfare to co-ordinate voluntary and government services. Special legislation has been enacted incorporating regulations governing the registration and licensing of voluntary services. This legislation includes minimum standards and criteria for the administration of the services, and provides for grants-in-aid and financial supervision. Experts are attached to the above-mentioned special department as technical supervisors and advisers to the voluntary organizations. In Ghana, the Department of Social Welfare and Community Development has helped establish the Kwame N'Krumah Trust Fund, the purpose of which is to collect voluntary contributions throughout the country to finance Ghanaian charities and other registered voluntary associations. The Director of the Government Welfare Department is a trustee of this united fund, which is a good example of a body representing many voluntary and government agencies that not only co-ordinates fund-raising efforts but establishes criteria for the administration and organization of voluntary welfare services. In other countries, more informal practices exist whereby the central government

welfare authorities provide grants-in-aid to agencies without necessarily laying down legislative provisions for supervision or inspection. In some few African countries, technical personnel in the field of social welfare have been loaned out by governments to voluntary organizations to help them for stated periods. This is sometimes done when a government is relying upon certain voluntary agencies to discharge some of its own responsibilities.

(c) Co-ordination among voluntary organizations

Voluntary organizations have made a significant contribution to the development of national social welfare programmes. They have aided groups and individuals by providing community centres, day-care services, youth clubs, and material and financial assistance. Sometimes, they have combined to form child welfare associations, women's federations etc.. Being free from rigid regulations, they are excellent media for experimentation in social welfare services. They also provide an outlet for local leadership and initiative. In various countries - like Nigeria, Kenya and the UAR - they have set up their own national social welfare councils which act primarily as co-ordinating agencies, working in close collaboration with the national and local authorities. Sometimes they are even both co-ordinating and operating agencies.

Many African countries rightly question the practicability of establishing a united fund of "chest" as a means of co-ordinating fund-raising. Some have proceeded with the establishment of social service councils or federations, the latter serving primarily as co-ordinating machinery for certain denominational or single-purpose group agencies, like the Catholic Federation in Uganda or the Mothers' Union Federation in Kenya. These councils and federations have been favoured as media for setting standards for the organization and administration of welfare services. Their membership sometimes ranges from 10 to 50 organizations within one city or country. As co-ordinating councils, they deal with problems concerning the geographical distribution of social welfare services,

duplication or overlapping of services, the scope and content of programmes, recruitment and in-service training of staff, and finance and fund-raising. Through co-ordinated planning and consideration of mutual problems, they can help streamline a welfare service programme. Through research and fact-finding, they can also point to needs still to be met.

D. PERSONNEL

Recruitment of qualified personnel for welfare services will, in the ideal, be based on job descriptions. Consideration should be given to pre-service and to in-service training, the latter normally being provided by the responsible technical training departments. Administrative supervision should also be used as a method for on-the-job training. Recruitment of qualified staff for welfare work is a major concern for both national and local authorities and the voluntary organizations. Responsible administrators are anxious to recruit senior staff trained in social welfare work; but the shortage of such staff raises serious obstacles to the promotion of national social welfare programmes in Africa. There are few experienced professional schools of social work in Africa. Their training patterns may be divided into three major categories :

(a) Polyvalent training at undergraduate level, as in countries like the Ivory Coast and the Malagasy Republic. - This training is multi-purpose, with emphasis on health, nursing, home economics and welfare.

(b) Training in social administration at graduate level, as in Ghana, where the programme is concentrated on social sciences, social administration and social research.

(c) Training in social work at undergraduate level as at the schools of social work in Ethiopia and the UAR.

This subject will not be elaborated here, as a separate paper has been prepared on it.

In the field of social welfare training, the Group of Experts on the Organization and Administration of Social Services which convened in

New York in 1961 emphasized the following points ^{1/}:

"Each country should consider a variety of training programmes in efforts to meet its present and future needs. Such programmes include training of professional workers at its prevailing standard; training of partially qualified professionals for the immediate tasks, in such a way that opportunity for completion of training might be possible at a later time; training of auxiliary workers; in-service, or on-the-job training for those untrained persons who have had to man the services in view of the scarcity of trained personnel; and various other staff development processes".

In certain African countries a distinction has been drawn between training for administrators of social welfare and training for field technical social workers. The senior administrative posts are occupied by civil servants whose background and training has been primarily directed to public administration and possibly law; most of them have not necessarily been students of social work techniques and training, though it has been noted that in a few African countries, administrators who have attained senior posts have combined technical training in and experience in public administration, which has of course, been quite advantageous to the development of national social welfare programmes.

Many African countries which lacked schools of social work have developed an intensive training programme in the central and local government departments. The Federal Social Welfare Department of Nigeria (Lagos), for instance, has an intensive and extensive training programme under which senior staff of the Department give short-term and refresher courses for the various categories of workers. Courses in family counselling and case-work, group work and community organization have been given to field staff. In the UAR, an independent In-Service Training Department has been established at the Ministry of Social Welfare. Recent programmes have been directed

^{1/} Organization and Administration of Social Services E/CN.5/360, p. 36

towards the training of family and child welfare personnel all over the country. These programmes have been launched with the assistance of UNICEF aid to social services for children and with the help of UN advisers on social welfare. This in-service training is extended to government welfare personnel at all levels and to staffs of voluntary organizations. Courses are provided for four different categories :

- (a) Auxiliary personnel, e.g. wardens, recreational leaders, assistant welfare workers, vocational instructors, clerks, etc.;
- (d) Administrative and senior personnel, e.g. directors of agencies, administrators and supervisors;
- (c) Volunteers and board members from family and child welfare organizations;
- (d) Specialized trained personnel from inter-related fields, e.g. nurses, doctors, nutritionists, home economics and social workers.

This in-service training programme is conducted by the Department with the assistance of professional staff from the Ministry and from the Cairo School of Social Work.

In Ghana, the Ministry of Education and Social Welfare has established a very comprehensive and thorough programme for recruitment of social welfare staff of the following ranks :

- (a) Principal welfare officers;
- (b) Senior welfare officers;
- (c) Welfare officers.
(Qualification : Two-year university course in social administration).
- (d) Senior assistant welfare officers.
(Direct entry after nine months' Department course; for personnel over 23 years with secondary education.

(e) Assistant welfare officers.

(Qualification : secondary school certificate examination).

(f) Youth leaders, welfare assistants and sergeant instructors (mature women, usually over 45 years).

A report from Ghana states :

"Practically all professional and technical staff are recruited after careful screening, even when their basic qualifications are acceptable. It is recognized that new campaigns and projects require new techniques, and that even already acquired techniques and skills need trimming at in-service training courses, refresher courses and staff conferences.... In December of every year a staff conference is held for these senior officers in the University College of Ghana, where they have opportunities to appraise their services with the aid of university lecturers and professors" ^{1/}

Thus, as regards staffing, attention should be paid to recruitment and selection, qualifications, assignment to posts of well-trained, semi-trained and untrained staff, the extent to which volunteers may be used and the types of work they should do, availabilities of trained personnel in relation to the requirements of the various programmes, facilities for full-time training of personnel on official courses in social work; and in-service training for both trained and untrained staff and volunteers, including arrangements for supervision of staff.

E.. FINANCING OF SOCIAL WELFARE SERVICES

No attempt will be made here to review the various schemes in operation in African countries for financing social welfare services. An encouraging fact is the general trend noted towards increasing the financial responsibility of the central government. This of course provides stability and continuity of service and inspires confidence in the people

^{1/} International Social Services Review - No 6, March 1960 (UN Publication sales No.60. IV.3), pp. 39-41

who man the services. It is also clear that in certain African countries voluntary welfare organizations have been receiving more support from government funds, although many still rely on independent sources, primarily missions and denominational welfare services.

The two major sources from which social welfare services are financed in certain African countries are :

- (a) Government (central, provincial or local authorities), and
- (b) Voluntary contributions.

In some African countries, big employers like Cocoa Marketing Co. or the industrial companies in the UAR contribute to social welfare and especially labour welfare services. In others, the welfare services which are mostly voluntary, largely depend on grants-in-aid from government departments. In some of these countries standards and criteria have been laid down for grants-in-aid. As mentioned above, this is the case in Ghana, Uganda and the UAR. Voluntary organizations need not be financed from a united fund for "community chest" media, though that method is useful where there is an extensive and complicated network of social welfare services.

Many voluntary organizations are still largely dependent on voluntary contributions and appeals to the public. The latter have been particularly successful in the collection of funds for special needy groups like homeless children, widows with children, the blind and the crippled. In studying methods of financing social welfare, administrators and social workers must learn more about the allocation of central government funds to welfare programmes, about systems of taxation and subsidies and the art of budgeting for welfare programmes. The curricula of schools of social work should probably be strengthened in these directions.

Lastly, in considering methods of financing, the Group of Experts on the Organization and Administration of Social Services which met at

New York in 1961, states ^{1/}:

"There are many variations in individual grants-in-aid systems and many arguments have been advanced in favour of each possibility. Fundamentally, some of the principles that seem to be both reasonable and adaptable to efficient practice may be summed up as follows :

- (a) Financial resources through taxation are more abundant and more flexible at the central than at the local government level and, therefore, the greater financial responsibility should probably rest in the central rather than at other levels of government;
- (b) The desire to have the services provided is an expression of national policy, often not fully recognized with the same intensity on the local level; the central subsidy should therefore be sufficient to provide both stimulation or promotion, and to absorb the major burden. National financing also permits equalization of the vast differences in local tax bases;
- (c) All central subsidies should be based on satisfactory fiscal and statistical data, in accordance with forms and procedures worked out, supervised and checked at the centre;
- (d) If it is decided to offer different rates of subsidy to different services, the basis for each service should be worked out in a manner both to assure the provision of the service and to encourage the local governments to contribute the maximum amounts;

^{1/} Organization and Administration of Social Services (E/CN.5/360), p.31.

- (e) The Cost of local administration should, whenever possible, be borne by the local government; but all administrative expenditures involved in operating the national services and in the co-ordination of national and local services should be part of the budget of the central government;
- (f) By participating in the financing of programmes, the government is entitled to supervise and control the operation of services at the local level. It can evaluate the quality of services provided and ensure that satisfactory standards are maintained."

In conclusion, international assistance and bilateral assistance have been extended to many African countries. The latter has in some cases provided direct financial source for certain elaborate national social welfare schemes, e.g. in the Ivory Coast and Senegal. United Nations international programmes and in particular UNICEF aid to social welfare programmes, have given a marked impetus to the national financing of such programmes, for example in Ethiopia, Ghana, Kenya, Uganda and the UAR.

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