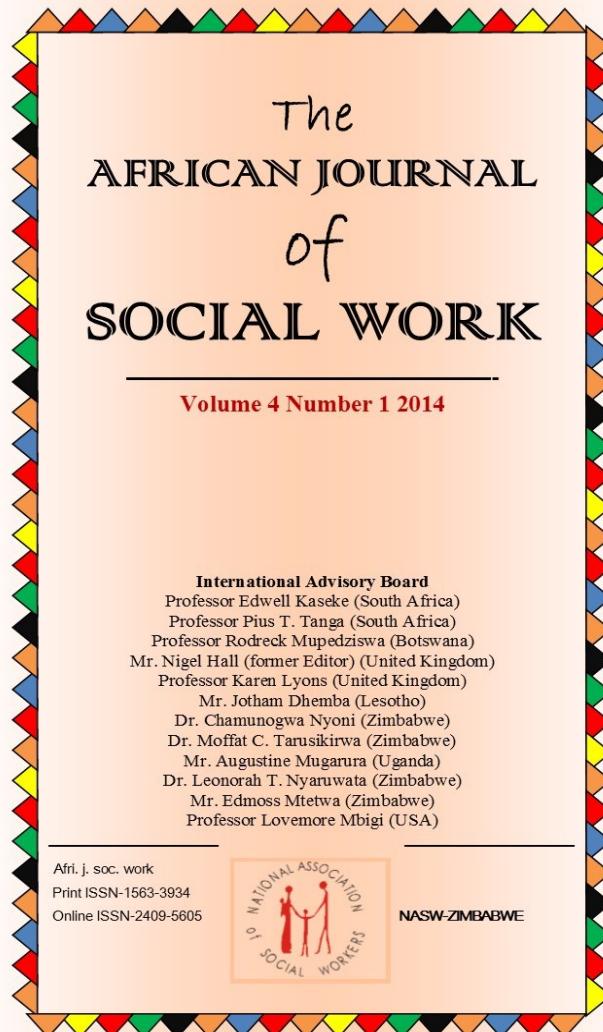


EDITORIAL

NASW-Z JOURNAL GETS INTERNATIONAL RECOGNITION

Jacob Mugumbate, Editor

THE cover page for this newsletter carries a graphic cover page of the [African Journal of Social Work \(AJSW\)](#) in recognition of the journal's continued success. Thanks to the team at NASW-Z, the last issue of the journal was widely circulated by the [International Federation of Social Workers \(IFSW\)](#) and the Association of Schools of Social Work in Africa (ASSWA). Contributions were from different countries and the editorial team will keep this focus. Going forward, the editors would like to see more papers from social work in different practice settings, and not only in academia. This may be achieved by promoting collaboration between writers at universities and those in the field. Submissions from Zimbabwean writers are so far encouraging, but I would like to see more papers in subsequent issues. For writers, I encourage you to focus on research and papers that are grounded in social work theory, especially indigenous approaches. Other issues to think of include evidence based social work and developmental social work. Inside this newsletter, you will find the President's and Office's end of year messages. You will also find information about opportunities, including a call for book chapters and events to look forward to in 2015. The last pages are dedicated to an explanation of the new global definition of social work. Before I sign off, let me encourage readers to make contributions to this newsletter. Accept my best wishes for a merry Christmas and a successful 2015. **Drive carefully and drink responsibly.**



Inside this Newsletter: President's message **1/2** Call for book chapters **2** National Coordinator's Desk **3** Here and there **4** Conferences **5** Global definition of Social Work **6-8**

President's End of Year Message

Fellow Social Workers, This message marks my last Festive address to you. The year 2014 has been an eventful calendar for social workers. In the year [NASW-Z](#) hosted the annual Social Workers Day with Prof Kaseke as our Guest. Our partners [Council of Social Work \(CSW\)](#) and [World Education International \(WEI\)](#) as well as members facilitated the events. I am informed that we have secured another renowned academic for the 2015 festivities. The year also saw the first graduates from [Bindura University of Science Education](#) and the unveiling of NASW-Z Awards. It is my fervent hope that UZ and Women University will have these awards starting from 2015.

President's End of Year Message (continued)

Noel Muridzo, President, NASW-Z

Our publications have been on time every time. I am happy to inform you that our Journal and the Newsletter have received positive acclaim globally with standards being set and maintained at high levels.

Gweru hosted the 2014 AGM. Our graduate internship program ran its course and we look forward to other new programmes and activities. Members are encouraged to suggest and propose other innovative programmes. Let me take this opportunity to express gratitude to the conceivers of this programme, our partners WEI, UNICEF, Council and the Ministry for the Labour and Social Services. It made a difference to the lives of our clients, members and the profession.

We remain grateful to partners, who include but not limited to WEI, Council of Social Workers, UNICEF and the Departments of Child Protection and Probation Services and that of Social Services.

Let me also appreciate our appreciation to our staff, members and all executive members. For the success we scored in the year.

We look forward to 2015 with hope and potential. We pray that members and social workers will put service above self in the upcoming elective year in all they do and their choice. It is my hope and prayer that the NEC to emerge will be supported and that it will serve social work and clients above self interests always. We have shown that together we can build our profession. Sadly, sometime we have also shown that we can destroy all that our forerunners in both Council and the Association worked hard for. This is our profession. Let us make a difference and contribution to the profession and clients.

We look forward to 2015 with hope and expectation. Let us serve. Happy holiday social workers

Call for book chapters

HOW TO SUBMIT A PROPOSAL

Read the information for authors carefully and determine a chapter that you feel most able to write. Identify a partner author (if applicable) and develop a combined proposal; each chapter should include a social work practitioner directly engaged in the area of practice. Write a brief proposal for your chapter (no more than 3 pages). Write a brief author biography, including a rationale for your involvement in the book, and experience relevant to the chapter (no more than 1 page). Collate the brief biographical information with your proposal and chapter rationale into one document (include your CV if you wish). Submit the proposal document to Mel.Gray@newcastle.edu.au by latest 31 December 2014 (not set in stone) but the earlier the better. Please be assured support and assistance will be given to inexperienced authors. It is the ideas and examples of contemporary practice through case studies that we most wish to capture from as many countries in Africa as possible. I am happy to engage in an email dialogue with you to help you flesh out your ideas for a chapter, if this would be helpful to you.

INFORMATION FOR AUTHORS

The book will include a critique of Western models of practice and examine practice theories that work in the African context, such as positive strengths-based and networking approaches, kinship care, community development, and so on. Note the book is primarily about social work practice, but chapters need to be theoretically informed. Chapters would cover: The development of social work in Africa, how it is defined in Africa, and whether there is a common definition applicable to all countries with social work provision (this chapter could be based on a small research study via emails to key respondents on this); Who's responsible for welfare? Role of the state, community, family, and social work; 'Traditional' areas of social work practice: Child and family welfare, probation and rehabilitation, disability, mental health, and so on; Major issues for social work practice: Illiteracy, malnutrition, and HIV and AIDS; Community development as the model of choice and issues pertaining to social work's role in rural and remote areas, where there are high concentrations of poverty-related issues, such as illiteracy, malnutrition, and HIV and AIDS; Social workers engaged in working with NGOs and INGOs (with a special focus on HIV and AIDS perhaps though other suggestions are most welcome); Social workers engaged in natural disasters; Social workers engaged in war-related humanitarian interventions; Social workers engaged in working with rural migrants to cities; Whither social work in Africa (this would be the concluding chapter). These are some of the areas the book aims to capture though other suggestions are most welcome. Ideally, your issue-related chapter would examine the socio-economic and political context of the particular country vis a vis the issue, policies surrounding the issue, practice interventions being used to deal with the issue, illustrated with a case example, and the social work role. Thus one might consider environmental issues surrounding natural disasters alongside community-based interventions and the role of social workers in a particular organisation within a single chapter, for example.

From The National Coordinator's Desk

2014 was action packed. The year started on a high note as the Association continued to deploy Graduate Interns to various Districts whilst those already in the system were all elevated into the Case Management System or within the Civil Service. It is unfortunate that 2015 is not lucky to continue the programme. From the look of things, the much revered Graduate Intern programme which was a hardware benefit to our membership has to be discontinued due to lack of funding. Then came the month of March, the Association hosted the International Social Workers Day Commemorations and it was a huge success. About 100 people attended the dinner whilst more than 300 Social Workers graced the open space commemorations. Prof Kaseke's presence made it sweeter and memorable; I hope 2015 has something bigger and better in store! As per NASW constitution, April witnessed the coming together of members in Gweru for the Annual General Meeting. Among other issues, the AGM appointed the Auditors and gazetted the new membership fees which is USD40/member. As I write to you the audit has taken place and the report is out.

The Association this year has managed for the first time in its history to award best students at Bindura University through a partnership between the Association and the University. It is my fervent hope that other universities will come on board so that the Association rewards excellence at national level. In addition, the year witnessed a number of radio programmes meant to market the Social Work profession whilst the recognition of the African Journal of Social Work qualifies to be the marketing booster of the year for the Association.

The Third and the Last Quarter of the year seem to have been preoccupied by the elections for the Council of Social Workers Board. Indeed at its onset it has a positive impact on membership growth but the unintended results of such a process has negatively impacted the Association and the profession at large. Social Workers have divided themselves into entangling camps and it seems the majority have remained in these camps long after the elections. The divisions, the apathy, the anger is so thick that I can feel it. Have we thrown our own ethic and principle of "service above self"? Surely our Profession, our Association and our Council is bigger than all of us. We need to quickly pull the past behind us, regroup, re-strategise and move forward as one in the year 2015. We need to remind ourselves that the Association was established in 1968 by visionaries who wanted to see the Social Work Profession in Zimbabwe getting recognised. Therefore as a generation, we have a mandate to preserve this legacy for the coming generation.

I wish you a Merry Xmas & a Happy New Year!

NATIONAL ASSOCIATION OF SOCIAL WORKERS ZIMBABWE

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Vision: An active and vibrant association that promotes the interests and welfare of its members

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Noel Muridzo

Vice President

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[http://
www.naswz
im.org/](http://www.naswz.im.org/)

Here and There

Graduation at Bindura University

The first group of social workers who graduated from Bindura University this year.



Council of Social Work

The CSW has moved its offices from Makombe Building to:

129 Rhodesville Avenue, Highlands, Harare

Re-election of Councillors

Following the nomination of Board Members to the sixth chapter of the Council Board recently, the names of appointees were submitted to the Ministry of Public Service, Labour and Social Welfare for ratification and endorsement. Upon the ratification exercise, the Ministry noticed an imbalance on gender, evidenced by the presence of eight males and one female in the appointees, which is a complete disregard of the stipulations in the Republic of Zimbabwe new Constitution, Section 17. In response to that, the Ministry wrote a letter to the Council of Social Workers, dated 5th November 2014, directing that the said appointments be nullified on grounds of lack of equal representation of both genders. The Ministry further instructed a re-election in the Manicaland, Harare and Mashonaland Central regions. On 28 November, Mr Mudenda, the Registrar, announced the results as follows:

Duly elected candidate

Mavis Chigumira, Manicaland
Etiya Chigondo, Mashonaland Central
Stella Motsi, Harare

[NASW-Z on Facebook](#)

The facebook page now has 493 likes. We encourage members to like our page and provide content for members.

Conferences

Annual Social Workers Conference & Winter School

23rd-24th of April 2015 in Manicaland. Submission of abstracts closed 10th of December 2014. Theme: Fostering regulation, commitment, innovation and opportunities in the fields of social work practice in Zimbabwe . For more information, please contact: 04 497478 or 0779 271 626. or Visit Council of Social Workers at their new premises, 129 Rhodesville Avenue, Highlands, Harare.

Workers at their new premises, 129 Rhodesville Avenue, Highlands, Harare. http://www.cswzim.org

SW&SD 2015

First Call for Papers

East London International Convention Centre East London, South Africa

4 – 7 October 2015



Theme: Social Work and Developmental Social Welfare: Local Realities and Global Transformation

Abstract Deadline: 29 May 2015

SW&SD 2015 is jointly hosted by ASSWA, IFSW and ASASWEI



THE AFRICAN JOURNAL OF SOCIAL WORK IS CURRENTLY ACCEPTING RESEARCH AND OPINION PIECES FOR POSSIBLE PUBLICATION.

EMAIL TO

editor@ida.co.zw.

Invitation to the Joint World Conference on Social Work, Education and Social Development (SWSd) 2016. Includes text about the conference theme, dates, and organizers, along with logos for international and local hosts.

Global Definition of Social Work

The following definition was approved by the IFSW General Meeting and the IASSW General Assembly in July 2014:

“Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indigenous knowledge, social work engages people and structures to address life challenges and enhance wellbeing.

The above definition may be amplified at national and/or regional levels”.

COMMENTARY NOTES FOR THE GLOBAL DEFINITION OF SOCIAL WORK

The commentary serves to unpack the core concepts used in the definition and is detailed in relation to the social work profession’s core mandates, principles, knowledge and practice.

CORE MANDATES

The social work profession’s core mandates include promoting social change, social development, social cohesion, and the empowerment and liberation of people.

Social work is a practice profession and an academic discipline that recognizes that interconnected historical, socio-economic, cultural, spatial, political and personal factors serve as opportunities and/or barriers to human wellbeing and development. Structural barriers contribute to the perpetuation of inequalities, discrimination, exploitation and oppression. The development of critical consciousness through reflecting on structural sources of oppression and/or privilege, on the basis of criteria such as race, class, language, religion, gender, disability, culture and sexual orientation, and developing action strategies towards addressing structural and personal barriers are central to emancipatory practice where the goals are the empowerment and liberation of people. In solidarity with those who are disadvantaged, the profession strives to alleviate poverty, liberate the vulnerable and oppressed, and promote social inclusion and social cohesion.

The social change mandate is based on the premise that social work intervention takes place when the current situation, be this at the level of the person, family, small group, community or society, is deemed to be in need of change and development. It is driven by the need to challenge and change those structural conditions that contribute to marginalization, social exclusion and oppression. Social change initiatives recognize the place of human agency in advancing human rights and economic, environmental, and social justice. The profession is equally committed to the maintenance of social stability, insofar as such stability is not used to marginalize, exclude or oppress any particular group of persons.

Social development is conceptualized to mean strategies for intervention, desired end states and a policy framework, the latter in addition to the more popular residual and the institutional frameworks. It is based on holistic biopsychosocial, spiritual assessments and interventions that transcend the micro-macro divide, incorporating multiple system levels and inter-sectorial and inter-professional collaboration, aimed at sustainable development. It prioritizes socio-structural and economic development, and does not subscribe to conventional wisdom that economic growth is a prerequisite for social development.

THE AFRICAN JOURNAL OF SOCIAL WORK IS CURRENTLY ACCEPTING RESEARCH AND OPINION PIECES FOR POSSIBLE PUBLICATION. EMAIL YOURS TO editor@ida.co.zw. THE PRINT ISSUE OF THIS NEWSLETTER COVERING JAN-MARCH 2014 SHALL BE PUBLISHED IN APRIL 2014. ARTICLES ARE CURRENTLY BEING SUBMITTED, SO SUBMIT YOURS TODAY.

Global Definition of Social Work (continued)

PRINCIPLES

The overarching principles of social work are respect for the inherent worth and dignity of human beings, doing no harm, respect for diversity and upholding human rights and social justice.

Advocating and upholding human rights and social justice is the motivation and justification for social work. The social work profession recognizes that human rights need to coexist alongside collective responsibility. The idea of collective responsibility highlights the reality that individual human rights can only be realized on a day-to-day basis if people take responsibility for each other and the environment, and the importance of creating reciprocal relationships within communities. Therefore a major focus of social work is to advocate for the rights of people at all levels, and to facilitate outcomes where people take responsibility for each other's wellbeing, realize and respect the inter-dependence among people and between people and the environment.

Social work embraces first, second and third generation rights. First generation rights refer to civil and political rights such as free speech and conscience and freedom from torture and arbitrary detention; second generation to socio-economic and cultural rights that include the rights to reasonable levels of education, healthcare, and housing and minority language rights; and third generation rights focus on the natural world and the right to species biodiversity and inter-generational equity. These rights are mutually reinforcing and interdependent, and accommodate both individual and collective rights.

In some instances "doing no harm" and "respect for diversity" may represent conflicting and competing values, for example where in the name of culture the rights, including the right to life, of groups such as women and homosexuals, are violated. The Global Standards for Social Work Education and Training deals with this complex issue by advocating that social workers are schooled in a basic human rights approach, with an explanatory note that reads as:

Such an approach might facilitate constructive confrontation and change where certain cultural beliefs, values and traditions violate peoples' basic human rights. As culture is socially constructed and dynamic, it is subject to deconstruction and change. Such constructive confrontation, deconstruction and change may be facilitated through a tuning into, and an understanding of particular cultural values, beliefs and traditions and via critical and reflective dialogue with members of the cultural group *vis-à-vis* broader human rights issues.

KNOWLEDGE

Social work is both interdisciplinary and transdisciplinary, and draws on a wide array of scientific theories and research. 'Science' is understood in this context in its most basic meaning as 'knowledge'. Social work draws on its own constantly developing theoretical foundation and research, as well as theories from other human sciences, including but not limited to community development, social pedagogy, administration, anthropology, ecology, economics, education, management, nursing, psychiatry, psychology, public health, and sociology. The uniqueness of social work research and theories is that they are applied and emancipatory. Much of social work research and theory is co-constructed with service users in an interactive, dialogic process and therefore informed by specific practice environments.

MAKE SURE YOU SUBMIT ARTICLES FOR THE NEXT ISSUE OF THE NEWSLETTER. EMAIL TO NASW-Z OFFICE

Global Definition of Social Work (continued)

This proposed definition acknowledges that social work is informed not only by specific practice environments and Western theories, but also by indigenous knowledges. Part of the legacy of colonialism is that Western theories and knowledges have been exclusively valorised, and indigenous knowledges have been devalued, discounted, and hegemonised by Western theories and knowledge. The proposed definition attempts to halt and reverse that process by acknowledging that Indigenous peoples in each region, country or area carry their own values, ways of knowing, ways of transmitting their knowledges, and have made invaluable contributions to science. Social work seeks to redress historic Western scientific colonialism and hegemony by listening to and learning from Indigenous peoples around the world. In this way social work knowledges will be co-created and informed by Indigenous peoples, and more appropriately practiced not only in local environments but also internationally. Drawing on the work of the United Nations, the IFSW defines indigenous peoples as follows:

- They live within (or maintain attachments to) geographically distinct ancestral territories.
- They tend to maintain distinct social, economic and political institutions within their territories.
- They typically aspire to remain distinct culturally, geographically and institutionally, rather than assimilate fully into national society.
- They self-identify as indigenous or tribal.

<http://ifsw.org/policies/indigenous-peoples>

PRACTICE

Social work's legitimacy and mandate lie in its intervention at the points where people interact with their environment. The environment includes the various social systems that people are embedded in and the natural, geographic environment, which has a profound influence on the lives of people. The participatory methodology advocated in social work is reflected in "Engages people and structures to address life challenges and enhance wellbeing." As far as possible social work supports working with rather than for people. Consistent with the social development paradigm, social workers utilize a range of skills, techniques, strategies, principles and activities at various system levels, directed at system maintenance and/or system change efforts. Social work practice spans a range of activities including various forms of therapy and counseling, group work, and community work; policy formulation and analysis; and advocacy and political interventions. From an emancipatory perspective, that this definition supports social work strategies are aimed at increasing people's hope, self-esteem and creative potential to confront and challenge oppressive power dynamics and structural sources of injustices, thus incorporating into a coherent whole the micro-macro, personal-political dimension of intervention. The holistic focus of social work is universal, but the priorities of social work practice will vary from one country to the next, and from time to time depending on historical, cultural, political and socio-economic conditions.

It is the responsibility of social workers across the world to defend, enrich and realize the values and principles reflected in this definition. A social work definition can only be meaningful when social workers actively commit to its values and vision.

ADDITIONAL MOTIONS THAT WERE PASSED AT THE IFSW GENERAL MEETING RELATING TO THE GLOBAL DEFINITION OF SOCIAL WORK

"No part of this definition shall be construed in a way to interfere with any other parts of this definition"

"Amplifications on national and/or regional levels shall not interfere with the meaning of the elements of the definition and with the spirit of the whole definition"

"As the definition of social work is the key element for establishing the identity of an occupational group, a future revision of this definition has to be initiated only after precise evaluation of the implementation process and the need for change. Adding further comments is to be first choice before altering the definition."