



Unlocking the potential of Social Workers

Editorial

From welfare based to justice based social work practice.

In the issue, we look at the new definition of social work (perhaps old now after being in existence for over two years). In our opinion, it is a good definition but we recommend its translation to local languages to help ourselves, our clients and our policy makers to understand what we seek to achieve as a profession. The definition has been translated into several other languages available on the IFSW website. In an attempt to translate the new definition, we have selected key words we think should be translated first and you as a reader has an opportunity to provide your input.

The new definition still emphasises social justice, as with the old one. Social justice, is the theme for this issue of the newsletter. In line with the theme of social justice, we present a paper by Dr Mthethwa that looks at social work in Zimbabwe, focusing on social justice and human rights. Respect Mugodhi provides readers with a practical suggestion on how social workers could use the Office of the Ombudsman to bring social justice to Zimbabwe. Further, Nashima, a UZ student, shows us how women and children as faces of injustice. The newsletter also highlights the work of the Association in Mashonaland East and West.

We wish to congratulate Dr Edmos Mthethwa and Dr Vincent Mabvurira for attaining PhDs. This is good news for social work education, research and practice in Zimbabwe.

We take this opportunity to wish you a wonderful holiday and a prosperous 2017.

Editors,
Jacob Mugumbate,
Pardon Muyambo and
Fanuel Mavingire



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THE SOCIAL WORKER

Newsletter

Vol.2

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 well-being...”

Available at <http://ifsw.org/get-involved/global-definition-of-social-work/>

What are the implications of this new definition?

This definition is an improvement of the previous one. Key features are underlined. The definition maintains the original focus on social justice. This is important especially in Zimbabwe where state resources are not justly distributed, rights are not recognised and there is limited representation and useful participation of various marginalised groups. The focus on change and development aligns well with developmental social work, a method of social work applicable to poor countries. In Africa's case, the method is now seen as an indigenous approach, different from welfare paradigms (such as casework) imported from Western countries.

We need to translate the definition of social work into our other local languages. In doing that, we need to have Shona and Ndebele equivalents for these key words:

English Word	Shona	Ndebele	Other language	Other Key Word
Social work
Social change
Social development
Empowerment
Theories

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Opportunities

Grants:

MARGARET MCNAMARA MEMORIAL FUND:

Education Grants for women who make a difference. Visit: <http://www.mmmf-grants.org/home/grants-home> for further details. Eligible applicants are women from developing countries currently enrolled at the University of Witwatersrand, University of Stellenbosch, University of Pretoria and University of Cape Town in South Africa. A candidate applying for the MMMF grant from South Africa universities must meet all of the following criteria:

- Demonstrate a commitment to working to empower women and children in developing countries. (see detailed instructions on applications)
- Demonstrate financial need
- Intend to return to a developing country within two years of completing degree or intend to remain in developing country at least two years to work towards empowerment of women and children
- Are 25 years old at time of application deadline (See detailed instructions on application)
- Demonstrate satisfactory academic performance
- Be enrolled at an accredited academic institution at time of application and plan to be enrolled for a full academic year upon receipt of grant

Conferences:

BINDURA UNIVERSITY/NASW SOCIAL WORK DAY CONFERENCE 17-18 MARCH 2017

The National Association of Social Workers Zimbabwe in Partnership with Bindura University of Science Education's Department of Social Work is calling for abstracts from social workers, academics, researchers, and students for its first ever Symposium to mark the World Social Workers Day in March 2017. The commemorations are running under the *Theme: Promoting Community and Environmental Sustainability*. Sessions will cover the following themes:

(i) Socio-Economic context and Environmental Sustainability. The Social work agenda in environmental sustainability, Community groups (women, men, children and the elderly) roles in environmental sustainability; Indigenous knowledge and environmental practices of sustainability; The economics of environment management in the cultural, social context, Wastes and waste management, Urbanization and the sustainability of human settlement.

(ii) Sustainability Policy and Practice. The politics of sustainability, Global and sustainability policies and initiatives, Sustainability in local government, Corporate sustainability initiatives, Community and NGO sustainability initiatives, Measuring impacts on environmental assessment, interactions of sustainability initiatives at local, regional, national, and international levels, Sustainability and community participation. Evidence based abstract will be encouraged.

For queries: fmavingire@naswzim.org and masuka.tawanda@yahoo.com.

World Social Work Day, 21st March 2017 will be held under the theme Promoting Community and Environmental Sustainability. *All papers accepted will be published in the special themed issue of the African Journal of Social Work.*

20TH BIENNIAL INTERNATIONAL CONSORTIUM FOR SOCIAL DEVELOPMENT 7-11 JULY 2017

ZAGREB, CROATIA, University of Zagreb, Faculty of Law, Department of Social Work. Conference subthemes:

1. Social and economic issues from multidisciplinary perspectives
2. Governance and leadership for social development and social good
3. Social justice and human rights
4. Environment in economic and social context

Call for papers: African Journal of Social Work(<http://naswzim.org/submissions/>)

The African Journal of Social Work (AJSW) is an international refereed journal that serves as a forum for exchanging ideas and knowledge and discussing issues relevant to social work practice, education and research in the African region. Producing 2 issues a year, the Journal is published by the National Association of Social Workers (Zimbabwe) and is committed to reflecting culturally relevant and appropriate social work practice in Africa. The journal uses the International Federation of Social Work/International Association of Schools of Social Work (IFSW/IASSW) 2014 global definition: "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 AJSW uses a double blind peer review process. Articles should: not exceed 5000 words including references, be type written in New Times Roman font size 12 and 1.5 spaced throughout. Only articles submitted as an email attachment to jacob.mugumbate@uon.edu.au in Ms Word shall be accepted. An abstract of between 100 and 200 words describing aims of the article, methods, main findings, arguments or implications for social work should accompany the article. Key words or phrases not exceeding 6 shall be supplied together with the abstract. This is necessary for indexing services and to optimise visibility of articles on search engines. 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



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SPECIAL ISSUE with CSW Published.

Papers are available online at, <http://www.ajol.info/index.php/ajsw/issue/view/15101>

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REPORT ON THE SOCIAL WORKERS SENSITIZATION WORKSHOP HELD ON THE 16TH OF SEPTEMBER AT CRESTA OASIS HARARE.

By *Fanuel Mavingire and Deaphine Maenda, NASWZ*



Delegates attending the Social Workers sensitization workshop

Interrogating the social work's significant roles and functions in the Zimbabwean context served as the impetus for convening a Social Workers Sensitization workshop with representatives from the government, academic Institutions, non-governmental organisations, civil society organisations and representatives from corporates on the 16th of September 2016. Organized by the National Association of Social Workers-Zimbabwe (NASW-Z), this critical conversations highlighted how social work expertise contributes to enhancing social development and behavioural health outcomes; explored a vision for the social work profession in various social work setting that is not limited to child protection, clinical socialwork, school of social work, and gave future recommendations steps that should be taken to expand social work leadership and

within the interdisciplinary policy, practice, research and education arenas. Three papers presented during the workshop have been adapted and will be shared in this issue. The remainder will be shared in the next issue.

DEFINING THE FIELDS OF SOCIAL WORK PRACTICE IN ZIMBABWE: FOCUSING ON SOCIAL JUSTICE AND HUMAN RIGHTS

By *Dr Edmos Mthetwa-Social Work Lecturer, University of Zimbabwe, Department of Social Work.*



Introduction

Social work emerged as a profession early in the twentieth century. Today, it is the profession charged with accomplishing the mandate of promoting wellbeing. At its core, the social work profession is characterised by diversity. Unfortunately, the profession has tended to be new to most people, especially in developing countries where it is needed most. As such, it has tended to receive a low profile when compared to other professions. This paper therefore seeks to articulate the fields of social work as practised in Zimbabwe. The paper begins by defining social work, followed by narrating what social work does or its functions before delving into the various practice settings within which such functions are discharged.

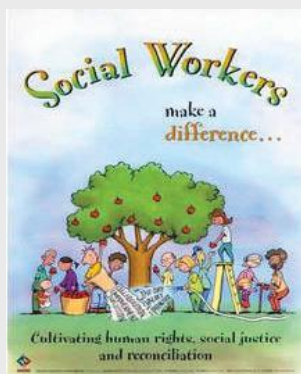
Conceptualising the Social Workers field

There is nothing that is as difficult as defining a profession whose functions literally cuts across all facets of human life. What is possible is usually to describe what social work does than what it really is. However, a number of definitions are given here. Social work is a modern profession based on scientific knowledge and skills. Its prime concern is responding to challenges related to communication, feelings, and humane actions. It seeks to enhance the social functioning of individuals, singly and in groups, by activities focused upon their social relationships which constitute the interaction between client and his/her environment and quality of life.

It encompasses activities directed at improving human and social conditions and alleviating human's stress and psycho-social problems. Social workers, as caring professionals, work with people to enhance their competence and social functioning, to access social support and resources to create humane and responsive social services, and to expand the structures of society that provide opportunities for all citizens (Dubois & Miley, 1999). In the immediate recent past, both the International Association of Schools of Social Work and the International Federation of Social Workers define social work as "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 well-being" (IASSW, 2014).

Human rights and Social Justice

As per the definition of social work given above, social work is a human rights profession. That mandate is derived from the fact that the profession believes that oppressive environment tend to retard human potential for self-help. It is worth emphasising the fact that the main purpose of the social work profession is to promote human and community well-being. Guided by a person and environment construct, a global - perspective, respect for human diversity, and knowledge based on scientific inquiry, social work's purpose is actualized through its quest for social and economic justice, the prevention of conditions that limit human rights, the elimination of poverty, and the enhancement of the quality of life for all persons. Social work thus seeks to intervene in ways that can remove the barriers or structural impediments to human. Such interventions promote social development. Social development here is used to refer to progress or growth that encompasses both social and economic outcomes and which impact positively on human well-being (Medley, 2014). Social work's mandates on empowerment and liberation speak to the notion of emancipating people from alienating social and economic conditions.



This paper however observes that unlike other professions, the social work profession has not acquitted itself well when it comes to the defence of human rights, especially in Africa. It is however here argued that if well indigenized and localized, the social work profession has got a wealth of opportunities and prospects to champion and promote human rights and social justice on the African continent than elsewhere. The rich cultural roots of tolerance, collectivism and shared destiny stand as key vantage points upon which the social work profession should ride in its quest to champion the human rights and social justice agenda on the African continent. In conclusion, social work is a profession well suited to the development context of Zimbabwe. The profession however has not fared well in certain critical areas other than child welfare, casework and social care. It remains critical that the profession spreads its roots to cover the areas discussed above in order to fill the professional void characteristic of practise imperatives of Zimbabwe.

SOCIAL WORKERS AND THE ZIMBABWEAN SITUATION: THE OMBUDSMAN

by (Respect Farai Mugodhi-Social Worker)



The sequence of events in Zimbabwe continues to inspire me to invoke a cadre called a SOCIAL WORKER to action. Whereas citizens have their concerns fully listened to and addressed in - other countries, the trend in Zimbabwe is that of complete intolerance or arrogant dismissal of concerns by either Ministers or people who hold public office. With the trend seemingly becoming popular, the nation needs to identify and appoint an individual whose sole obligations and duty is to protect public interest.

In Zimbabwe little is known of the office of the Ombudsman, or whether there is such a person altogether. Very few Zimbabweans actually know this office exists and it is rarely publicised (Global Integrity, 2006). However, Zimbabwe through the Ombudsman Act 1982 (Chapter 10:18) provides for an office of the Ombudsman. Sections 107 and 108 of the Constitution of Zimbabwe provide for an Office of the Ombudsman. The office is tasked with investigating cases of administrative malpractice and alleged contravention of the Declaration of Rights by members of the defence forces, police, governmental departments and the prison service on civil society.

It has the power to make recommendations to various arms of government. Section 9 of the Ombudsman's Act prohibits the Ombudsman from investigating any action taken by the President or his personal staff. In Europe and the Americas and close to us in South Africa, the Ombudsman has long been respected as a mediator who protects the rights of individual citizens or communities and works to assure governmental agencies' fairness in dealing with them. Payne (1972) notes that the Swedish word "Ombud" can be translated as "representative, agent, attorney, solicitor, proxy, delegate." An ombudsman practically, is an officer of parliament who investigates complaints from citizens that they have been unfairly dealt with by government departments and who, if he finds that a complaint is justified seeks, a remedy. Now Zimbabweans have done petitions, voiced their concerns in different manners about injustices a lot encounter daily, which have not been addressed or which have fallen on deaf ears. In stark contrast, closer home, cries about Jacob Zuma and his Nkadhla rural home did not take long to be investigated. Thuli Madhonsela, the South African Ombudsman did a stellar job, acting in public interest as the Public Protector to see Jacob Zuma publicly apologise to the nation for graft...

I am sure many will be relating the Ombudsman's duties to those of the Zimbabwe Anti-Corruption Commission. No, these are wholly different and the latter having been a perennial failure since its inception in 2005 is not the subject matter here and the two offices need not be confused. They are different, at least in my opinion. I have said little is known in Zimbabwe about this office though an Act of Parliament has a provision for that. Holders of the office according to the Act should be recommended by the Judicial Services Commission and be appointed by the President.

This entails that they must have legal qualifications and most probably be or have practised as Judges, Regional Magistrates or Lawyers. My article dwells on the need to consider Social Workers for the role of ombudsman. This is one of the many roles Social Workers can thrive in and can make a difference. Perhaps the reason why the office of the Ombudsman is not known in Zimbabwe yet it exists is because the office bearers are not conversant with the issues the office should deal with. Social Workers being human centred are at best, suitably qualified and more appropriate for the Ombudsman role. My argument is neither tame nor is it an attempt to create a fight between professions.

It is a sound argument based on the observations I have made for quite a long time. With Zimbabweans increasingly participating in civic action surely their cries must be heard and remedies sought for their problems. It is no secret that social workers make a significant number of people in civic society who have been raising concerns over injustices and abuse of office by public officials including Ministers. In the last few weeks, the media has been awash with alleged abuse of office by public officials and complaints against the Zimbabwe Republic Police (ZRP). Given that we had a functional Ombudsman these cases certainly would have been acted upon by now and possible recommendations and solutions made.

#SOCIALWORKERSFORSOCIALJUSTICE

respectfarai@gmail.com

NASW-Z STRETCHES ITS WINGS IN MASHONALAND EAST PROVINCE

By *Fanuel Mavingire*



October 2016 has been a great month for the Association following the birth of Mashonaland East branch. NASW-Z has fully established a branch in Mashonaland east, branch executive committees were established through elections in the province. The establishment of branches is a constitutional mandate given to the Association. This allows for autonomy and representation of all members in their respective -

provinces. Having gained momentum in 2012, the association made great strides and established branches in Harare, Bulawayo, Midlands and Manicaland, Mashonaland East now add up to the list. NASW-Z has a vision to establish branches in all of the provinces in Zimbabwe.

Events in Mash East

On the 14th of October Social Workers in Mashonaland East converged in Marondera to elect their branch committee. Mr Dziki, the Acting President of the Association applauded the financial contribution by Mavambo Orphan Care towards supporting the establishment of Mashonaland East branch. He deliberated on the Association's Vision, mission statement, objectives and historical background. Mr Dziki encouraged all members to register with Association having explained different membership categories as provided for by the NASW-Z constitution of 2012. The Acting President, explicated on the rights, obligation and benefits of membership. He rounded up his presentation by encouraging all Social Workers to work diligently towards protecting vulnerable members of the communities such as orphaned children, people living with HIV/AIDS, disabled persons among others.

Weston Chidyausiku, the Acting National Coordinator explained the strategic focus of the Association to the participants. He gave a background on how the Association came up with its Strategic plan (2016 - 2020). He reiterated that members of the Association need to understand and possess the Strategic plan. He further explained all the four Key Result Areas of the Association one by one in detail. He was emphasizing on the Social Worker's role towards the attainment of the Association's activities. Among the important issues were complying and subscribing with the agreed fee within the stipulated time, branch committees to come up with plans and implement them accordingly, members to carry out researches and present them during Social Work conferences and to be abreast with current issues in the profession and willingly avail themselves for discussions and talks on radio, newspapers and television.



Part of the Social Workers in Mash East pose for a photo after a branch meeting in Marondera.

MASHONALAND EAST COMMITTEE

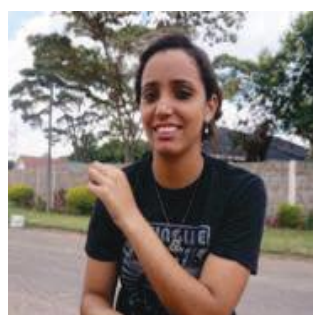


POSITION	NAME OF MEMBER	DISTRICT
Chairman	Trust Zadzi	Mutoko
Vice Chairman	Respect Farai Mugodhi	Mutoko
General Secretary	Nancy Ngongoni	Mutoko
Vice General Secretary	Aubrey Chitambire	Seke
Treasurer	Lewis Mwanalotata	Marondera
Public Secretary	Rutendo Sadziwa	Mudzi
Committee Member 1	Primrose Bimha	Chivhu
Committee Member 2	Precious Rupungu	Marondera

STUDENT ASSIGNMENT:

Women and children as the face of poverty. Discuss?

Nashima Alwan - Arab, University of Zimbabwe 2nd year social work student



Because poverty is in fact the burden of a progressive stratified economy, the question today is not whether poverty should or does exist- for it is an inevitable culmination of capitalism- but who faces its merciless brunt. Hobsbawm (1968) divides poverty into three particular categories; that of social, moral and fiscal or financial. He

into consideration the pragmatism of its role in a functional economy. He uses German proverbs like "Poverty is the rich man's cow." or "Poverty is the hand and foot of wealth."

In other words, poverty must exist for the rich to maintain a functional economic stratum. Gordon et al (2006), combines international definitions of poverty and summarizes it by saying that it is both a scientific and moral concept. Engels (1895) provided a scientific means of measuring living standards through consumption which is the basis for qualifying poverty as an insufficiency to meet a certain level of consumption that allows one to satisfy basic physiological needs, and morally, Hobsbawm would say that it is the manifestation of the deprivation of fair rights and subjection of cruelty that defies the basic human conscience.

In totality- the presupposition is that poverty is the abundant lack of economic, social and political necessities causing a somewhat insufferable dis-chord between individuals and society- worse off on a global scale where countries with a slower economic growth suffer a cataclysmic insurgence of poverty to benefit or maintain the globally social system that must allow developed countries to thrive off developing countries. In this malleable definition of poverty, the ostensible case in developing third world countries sees women and children carrying the cross of poverty and suffering its tantrums.

Tankard (2012) in her journal talks about the consequences of urban migration in Kenya and aptly explains that women and children are often the vulnerable victims who suffer the risks of life. Thus it is the hardships faced by women and children in most cases that reflect the poverty scale of a nation in its extremities.

According to the United Nation's Global definition of poverty as the condition characterized by severe deprivation of basic human needs, including food, safe drinking water, sanitation facilities, health, shelter, education and information. -dependant not only on income but on provision of social services- poverty is rightfully seen through the lives of women and children. Gordon et al (2006) actually states that women bare a disproportionate brunt of poverty. Moghadam (2005) points out the first obvious fact that alludes to women and children being the face of poverty in developing countries. Her propensity is that the true poverty is their obvious vulnerability created by social hierarchy that affords them no independence.



WUA Students pose for a photo after a NASW Meeting

The root of this poverty is in cultural trends that afford little room for women to be independent. A good example is Archambault's (2010) case study on women in Ugweno, Tanzania who have been the victims of migration of men from rural to urban areas. She uses Zaituni as a reflection of women who are at the mercy of a man's economic prosperity or failures, his integrity or infidelity, his recklessness or maturity. Many women were left defenseless against poverty by men who abandoned all responsibility and left them stranded in the rural areas with little experience in a society that deemed them unfit for work or education.

Tankard (2012) looks at women in Kenya who attempted to defy their vulnerable roles and become proactive mothers seeking work in urban areas. The Gorbatala women became desperate resorting to the informal sector of prostitution, vending and house work under harsh conditions providing little if any income for their uprooted families in the harsh streets of Isiolo Capital, forming degrading slums that offered the worst living conditions and echoed reminders of mortality through disease.

Thus the first aspect that paints women and children as the face of poverty in developing and third world countries is their vulnerability in a patriarchal system that infers all power and opportunity to men. Vulnerability was and is the major setback in alleviating women and child poverty reflected in a serious lack of opportunity and independence. This propitiates that women and children were and are more than just the face, of economic poverty but a serious deprivation of rights.

Transcending the moral and economic suffering that women and children carry, they are shackled to the demography of a developing nation. With a high mortality rate and an exceedingly high birth rate, the demographic transition model paints the majority of the nation as dependents. 1992 UN report found that "the number of rural women living in poverty in the developing countries has increased by almost 50% over the past 20 years to an awesome 565 million -- 374 million of them in Asia, and 129 million in Sub-Saharan Africa while poverty among rural men has increased over the last 20 years by 30%, and among women it has increased by 48%" (Power, 1993, p. 5).

These statistics show that truly the situation of women and children is almost synonymous with poverty in developing nations. Gordon et al, (2006) states that over a third of children in developing countries are in abject poverty with the highest rates in Sub Saharan Africa. This is largely the result of a dangerous demographic pattern- where birth control and sex education is failing and there is an average of eight children per home.



Noel Muridzo IF5W Vice President follows proceedings at WUA NASW Meeting.

The large exponential increase of children makes provision in the jaws of scarcity almost impossible forcing children followed by women to face a merciless holocaust of near starvation, filthy slums and no social equality. Men remain a small proportion of a society that already infers opportunity and independence to fight poverty, whilst children in their large numbers are subject to acute dependency syndrome making them the true face of poverty. Statistics and demographics objectively paint women and children as the true face of poverty.

Antithetically speaking however, to put women and children together as one unit bearing the crux of poverty is not entirely accurate and it is an ostensible presupposition. Acknowledging that in developing countries, women and children are both helpless dependents which makes them more susceptible to the threat of poverty, it must also be noted that society progresses. Where culture and religion were the sole basis of economic and political policies- developing countries, especially in Sub Saharan Africa are evolving and taking a more pragmatic approach that centres policies around economic stability, that gives more recognition to the necessity of women in both the formal and informal working sectors for a well lubricated and profitable economic cycle.

This is well supported by Austen (2006) who in considering various views of poverty, talks of the traditional psychologist view that states that despite the social environment and how unfavourable it is, an intrinsic and innate need to succeed must be present to mitigate poverty. Using this view, it is possible to see women in exclusivity as the victims of their own docile submission to men and therefore not really the face so much as the cause of their own poverty. In fact, it was the increased rate of urbanisation and globalisation that led to the emergence of African Union's Women Empowerment Programme and the transition from cultures that preferred male dominance to gender parity proclamations (Star Early Edition 2015).

Thus in changing times we see poverty taking a new face as women are slowly earning independence- the true case falls on children as the true helpless victims of poverty without women. In conclusion because social work is a unique profession primarily concerned with poverty alleviation, it must have a wholesome approach and see poverty as a vast and eclectic phenomenon relative to its own context. To limit it to women and children alone- no matter how accurate this may seem- is to come up with a less effective solution. Rather the best disposition is to paint poverty as a faceless monster that carries with it social inequalities, moral injustices, financial deficit, political atrocities, psychological horrors and burdens as well as sociological discrepancies and feeds on the most vulnerable victims in their own context. Poverty holds no discrimination and would gladly wear men women and children as its face in developing countries.

TALKING AND DIGESTING SOCIAL WORK WITH THE OLD HORSES. AN INTERVIEW WITH A SEASONED SOCIAL WORK PRACTITIONER

Interviewee name: Mrs Ngani

Interviewer name: Fanuel Mavingire

We had the chance to visit one of our senior social workers in Harare. It was quite an interesting discussion on issues that affect the social work profession in Zimbabwe. The dialogue was quite interesting and touched on issues regarding the present and future of social work in Zimbabwe, most importantly challenging social workers to be on top of their game.

Qn. I'm quite elated to have this discussion with you today. How has been your professional journey as a social worker?

Ans. *I am proud to be a social worker, having practiced as a social worker for more than 15 years in Zimbabwe, South Africa and United States of America, it's quite stimulating but the journey has never been easy for me. I feel social workers are not well recognized in Zimbabwe as compared to other countries I have worked in and for this reason are not given the due respect, consideration and adequate resources to deal with social problems bedeviling our country. For example, we have cases of child protection that needs follow ups but surprisingly there is no vehicle to do so, therefore service delivery in such instances is compromised. Even if the vehicle is there there is no money for service*

Qn. You have mentioned about the lack of recognition for Social Workers. Does this affect the employment of Social Workers especially in the Ministry of Public service Labour and Social Welfare?

Ans. *It's quite apparent, the situation is very pathetic, I can tell you that non social workers have assumed social workers post, yet we have so many social workers who are not employed. I will cite for example, currently I have seen 2 social workers within the Child Welfare Department which is very inadequate to deal with the caseloads. Yet there are schools in Zimbabwe such as UZ, BUSE and WUA training social workers who are currently not deployed. It seems the deployment which is there is a preserve of none social workers. But it is probably because the government doesn't have money I challenge the Association, the Ministry, the Council of Social Workers and the Schools of Social Work to come up with programs that probably would foresee the placement of recent graduates in the child welfare department. This could improve the lives of our children in Zimbabwe.*



BUSE Students during a NASW Meeting.

Qn. On average how many cases does one social worker has to deal with?

Ans. *I am not quite specific to this but I think the ration of 1: 40 000 given in 2010 could have doubled. I say so because there are inadequate social workers within the district around Zimbabwe. With such a huge caseload there is less attention given to some cases and the welfare of our vulnerable children is compromised.*

Qn. How many Social Workers do you think are needed at each district in your province?

Ans. *As many as possible. I think in Harare only we would need 15 or more social workers in Harare Central district and may be 10 social workers in Highfields district. For now, there are inadequate social workers in the respective districts therefore there should be as more social workers as possible.*

Qn. How is Social Work supervision structured since the development of the two departments considering the presence of non-Social Workers? Are there no issues of non-social workers supervising Social Workers?

Ans. It's an issue but in Harare district the supervision structure is good. In other select districts it's a crisis, social work supervision

Qn. We have seen the promulgation of the Social Workers Act 27:21 in 2001 and the formation of the regulatory body (CSW), what positive results have been there since 2012 and do your social workers have valid practicing certificates?

Ans. The Council has done fairly well still more ground need to be covered. Many social workers do have the practicing certificates but I personally think compliance is still an issue, it could be because of poor remuneration, I suggest the CSW sit down with employers of social workers and at least subsidise their subscriptions.

Qn. Social Work is a profession that requires one to undergo Continuous Professional Development has this been evident with the Social Workers in your Ministry?

Ans. It's not quite evident amongst most social worker. It could also lack of motivation or opportunity to do so. If our Association and CSW could bring in more learning platforms that could be quite refreshing to our social workers, probably improving their competency. Social workers should be confident for their profession. We are now living in a dynamic world with emerging social issues. I feel social workers are lacking some skills that could probably result in them losing the ground to other para professionals.

Qn. The National Association of Social Workers is in the process of establishing a Continued Professional Development programme for Social Workers, which topical areas would you recommend needs to be included in the CPD.

Ans. The world is evolving each day that means new challenges as well. Therefore, the CPD framework need to take into consideration issues that respond to emerging issues. The systems we have are outdated therefore training should be encouraged based on modern skills. Many social workers have no relevant skills so we need relevant current skills to be instilled in all social workers. For example, in areas of child protection in emergencies, palliative care and drug abuse etc

Qn. Have Social Workers in Zimbabwe been playing a critical role in Social policy formulation? If not, why

Ans. It's quite sad, I can say few if not non, have been included in policy formulation. If we have them then I must say their voices are not heard. I keep on saying the recognition of the profession in Zimbabwe is still docile. It's time for the social workers to make noise, carry out researches and let their voices be heard.



Fanuel Mavingire delivers a speech to Social Workers in Chinhoji

Qn. What challenges are being faced by social workers within the government and what role can the Association play?

Ans. There is lack of recognition of the social work profession in Zimbabwe. Our colleagues do not know what social work is all about even other people but yet they need to be helped by us in areas like Child welfare and Social Services. Another challenge is that social workers are being employed in competitive situations and as a result they are losing ground to other professions

Qn. You have been part and parcel of the International Day commemorations, what do you expect in the next edition?

Ans. I expect more participation, probably more entertainment, and we need to work together

Qn. How would you explain the development of the Social Work profession in Zimbabwe since 2000 and where are you seeing the profession in the next 10 Years?

Ans. In Zimbabwe the social work profession started on a very high note quite promising, but with massive exodus of social workers in to the UK since early 2000 has left a void in the spheres of our profession. I think this probably could explain enough how non social workers have come into fill social work positions. If only we could learn from other countries like South Africa, United Kingdom I see social workers doing very well in Zimbabwe. I take it upon our Association to do robust advocacy programs that could probably improve the image of Social workers in Zimbabwe.

Qn. We have seen in the recent years the development of two departments that is the DCWPS and DSS? How has this been helpful in terms of service delivery?

Ans. It was a noble idea, but I think it has been mixed with a lot of challenges, I say so because my thinking was to have social workers in the DCPWPS, and other professionals in the DSS. Surprisingly we have seen sociologist managing taking leadership roles in the DCPWPS, my friend certainly where are we going. I am not against other professional in fact I am firm advocate of the multidisciplinary approach to work. But each profession has to delve into those issues he/ she has specialized in. We need to take a leaf from the medical professions, a nurse can never be called a doctor. There is also news of the two departments been already merged and I also see more challenges arising, who is going to supervise who? The Association and CSW must be watchful and make noise about this issue.



Delegates



The Mashonaland East Elected Committee joined by the President Mr Dzikiti



Mr Chidyausiku Speaks to Buse Students.

IN THE NEXT ISSUE

1. BUSE student testimonial by Tafadzwa Jakaza NASWS-BUSE President
2. Field of Health: Opportunities for NASW-Z by Eunice Garanganga, Director HOSPAZ
3. NASW-Z stretches its wings in Mashonaland West Province by Fanuel Mavingire
4. Role of social workers in corporate social responsibilities by Noel Muridzo IFSW Vice President

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