

**THE SOCIAL WORK PROFESSION IN ZIMBABWE: A CRITICAL APPROACH ON
THE POSITION OF SOCIAL WORK ON ZIMBABWE'S DEVELOPMENT**

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ABSTRACT

In Zimbabwe, social work is an indispensable profession considering the development status of the country. The profession's primary aim is to promote the dignity and worth of people by ameliorating their problems. In all African settings, the profession is not accorded the dignity and worth that it deserves and if this persists, how is the profession going to promote the dignity and worth of people when its own dignity is being trampled upon? The author strongly believes that social work, though not the absolute panacea to all the problems facing African countries has some answers to most of those problems. Social workers have to be given enough space to work for what they believe in. This paper focuses on the relevance of the social work profession to Zimbabwe in line with its social, political and economic development. This paper also analyses why and how the social work profession is fast gaining recognition in the third world and it also explores other ways that can be used to make the profession more and more relevant to African settings. Many people argue that if social work adopts a developmental stance, we would have created a new profession that totally digresses from the traditional social work that we know, but is that so? Should we refashion social work from a remedial to a developmental profession and for what reasons?

Key words: *Social work, development, dignity and worth, remedial social work, developmental socialwork*

***“As long as we are persistent in our pursuit of our deepest destiny, we will continue to grow. We cannot choose the day or time when we will fully bloom. It happens in its own time” –
Denis Waitley***

Introduction

Social work can be to the development of Zimbabwe what paint is to an artist. In the eyes of Midgley (1981) the presence of social work in Africa is more like ‘professional imperialism’. Social work was just adopted from the West and it does not correlate with the development needs of Africa. There is therefore a need to refashion the social work profession in Africa so as to suit the prevailing situations and environments. A form of social work which correlates with Africa’s underdevelopment has to be brought to the fore so as to work towards Africa’s development agenda as this will make the profession more relevant and applicable. Social work can therefore be a tool for social, political and economic development. There is need to make the profession active in most developmental issues particularly in line with the Sustainable Development Goals (SDGs) and other development agendas. The following sections look at what social work is and how it can be of prominence in the development of Zimbabwe and Africa at large.

Objectives

This paper serves to discuss and critique the relevance of social work in Zimbabwe in line with Zimbabwe’s development and how the social work profession can best be refashioned in order for it to be responsive to the development needs of Zimbabwe and thus mend the popularity and recognition of the profession in the country.

Methodological issues

The paper is virtuously qualitative in nature and was constructed from already existing literature and conference proceedings. However, the information was synthesized in order to align with the study. No data gathering tools were administered.

What is Social Work?

It is difficult to come up with one universally agreed definition of social work because the profession, though still in its infancy, is very complex. In general, social work is a helping profession that aims to assist people so that they can be able to assist themselves through the use of various techniques, skills, theories and methods. Two international social work governing bodies, the International Federation of Social Work (IFSW) and the International Association of

Schools of Social Work(IASSW)in 2014 defined social work as a practice-based profession and an academic discipline that supports social change and development, social cohesion, and the empowerment and liberation of people through the use of various theories, techniques and principles. Social workers strongly believe that people who need help have some capacity in them to solve their own problems, so they work with such people in order to improve and awaken theirproblem coping capacity.

Roots of the social work profession can be seen circa 14th to 17th Century B.C in Britain and in the United States of America. The term ‘social work’ was coined in the 20th Century but some strands of the profession had already been there in the form of charitable organizations. The profession then spread to all corners of the world just like Christianity with imperialism and globalization. In most African countries, particularly those which were colonized by Britain, social work is widely recognized. Though in some of these countriesit is not accorded the dignity and worth that it deserves.

History of Social Work in Zimbabwe

The growth of social work in Zimbabwe is closely knotted to Zimbabwe’s colonial past and this is reflected in its orientation which follows British social work(Kaseke, 1991). Social work was developed inriposte to urban social ills likedelinquency, prostitution and destitution. The idea of the colonial policy makers was to solve those social ills because if left like that they would challengesocietal order and stability and hence affect their grip on the colonial people. Kaseke (1991) maintains that social work wasseen largely as autensil of social control whichwas not meant to address the causes of social problems and it was developed to deal with the effects of the social problems. Since the attainment of independence in 1980, there has been a steadyswing towards developmental social work which is aimed at stimulating social change since it tries to directly ameliorate social evils and not the effects.

Social work during the colonial times was curative in nature and was not preventive. It addressed the effects of social problems and not the root causes. In modern-day Zimbabwe, the main social

problem is poverty and this problem can only be solved if lasting solutions are put in place to challenge its root causes.

According to Kaseke (1991), the Department of Social Welfare, now the Department of Social Services (DSS), by the year 1990 had a remedial stance. In Zimbabwe the DSS is the leading employer of social workers and it is still maintaining a remedial stance to date. The Department of Social Welfare in 1990 had 143 professional social workers (Kaseke, 1991). The Department was established in 1948 and because of the absence of trained personnel in the country; the colonial government secured the services of a probation officer from the United Kingdom. The first black probation officer was appointed in 1949 and suitable institutions for his operations were established in Harare, Bulawayo, Gweru and Mutare. The services of the Department of Social Welfare were then extended in 1965 to include public assistance. There has been a steady but continuing expansion of the functions of the Department which now includes child welfare, public assistance, drought relief, Non-governmental Organization registration and family counseling.

Kaseke (1991) posits that since Zimbabwean Independence in 1980 the DSS has been regionalized with the creation of social welfare administrative centers in almost every region of the country. With the shortage of social workers in the country, the Department has resorted to employing even Sociology and Psychology graduates as social workers instead of investing more and more in social work education and training in the country. With the current economic crisis in the country, most social workers are leaving the country in search of greener pastures. They are migrating to the United Kingdom (UK), Canada, Australia, South Africa, the United States of America (USA) and many other countries where social work is widely recognized and where social workers are well recompensed.

The first School of Social Work in Zimbabwe was found by Father Rogers in the 1960s and it was under the University of Zimbabwe. Social workers began to be trained back then. Currently the University Of Zimbabwe's School Of Social Work has Certificate, Diploma and Degree programmes. It was the sole training institution for social workers in the country until the year

2010 when Bindura University of Science Education introduced a Degree programme in social work. Social work is fast gaining popularity in the country and many people are now taking it as a career. According to Chogugudza (2011), social workers, otherwise known as social welfare officers in Zimbabwe, are obscure in professional scopes. They are somewhat poorly paid and there is a lack of clarity in terms of what they principally do. Many inexperienced persons involved in social welfare matters charade as social workers, particularly in farming and mining areas or in areas with a high uneducated population.

Behind this mist of ignorance of social work in Zimbabwe is its deprivation of support and recognition notwithstanding the fact that high profile figures like the late former Vice President of Zimbabwe Joshua Nkomo, Jairo Jiri, Dr. Witness Mangwende, the late former Minister Dr. Sikanyiso Ndlovu, Professor Edwin Kaseke (Wits. University) and Professor Roderick Mupedziswa (University of Botswana) studied social work and became bulbous figures in the profession (Chogugudza, 2011). It is however inspiring to note that the perception of social work is fast changing in Zimbabwe. This is shown by the increased interest in the profession, high levels of employability and the creation of the Council for Social Workers (CSW) which regulates, registers and manages the training and practice of social workers in Zimbabwe (Chogugudza, 2009).

Several professional social work bodies are sprouting, for instance the National Association of Social Workers (NASW) and various student bodies. Social work is now also being recognized as a profession by the government because it promulgated into law the Social Workers Act (27:21) which paved way for the creation of CSW. According to Chogugudza (2011) Zimbabwe's social workers are progressively being employed by NGOs such as World Vision, Plan International, Care International, Save the Children, Action Aid, Sexual and Reproductive Health and Rights Institute (SRHR Institute), CATER Zimbabwe (Communities working on Access to Education and Rights in Zimbabwe), Population Services International (PSI), Hope World Wide International, Help Age, Farm Orphans Support Trust (FOST), Centre for Sexual Health and HIV/AIDS Research (CeSHHAR), Shanduko Childcare Trust, United Nations agencies (UNDP, UNICEF, FAO, UNWOMEN and UNESCO) and various others.

The first International Social Work Day celebrations in Zimbabwe were held by Bindura University of Science Education's Department of Social Work in 2012. This has been a major event in all social work circles since then. Prominent figures have been invited every year as guests of honour. Since 2012, the President of the Council of Social Workers Phillip Bhowasi, Professor Eddy Mwenje (Bindura University Vice Chancellor), Advocate Martin Dinha (Mashonaland Central Governor), Professor Mbigi from the USA, former Minister of Media, Information and Publicity Webster Shamu and Professor Roderick Mupedziswa have graced the occasion. This occasion has popularized the profession in the country and it has even broadened its recognition.

Is there a need for Social Work in Zimbabwe?

It is easy to answer this question in general terms, but there is need to lay out the reasons why social work is an indispensable profession to Zimbabwe. Remember social work was adopted in the colonial times to deal with social problems of the time such as destitution and prostitution (Kaseke, 1991). These problems still exist in contemporary Zimbabwe and with the deteriorating economic climate, a lot of socio-economic problems have sprouted over the years which need the attention and intervention of the social worker. Some of the problems include unemployment, poverty, and homelessness, domestic violence, HIV and AIDS and bereavement.

A large part of the socio-economic problems being faced in Zimbabwe are a result of globalization, climate change and politics. Social work as a helping profession works to alleviate human suffering and distress and it challenges the root causes of various social problems. These problems are more pronounced in the developing world as compared to the developed world where remedial social work is practiced. This then calls for a change in style and fashion from remedial social work to developmental social work because there is need to address the root causes of all social problems rather than simply address the symptoms of those root causes as remedial social work does.

Zimbabwe by 1990 had achieved remarkable upshots in primary health care and education and had become the envy of various post-colonial countries. In food security, Zimbabwe had been entrusted with the obligation of safeguarding enough food stocks in Southern Africa by the

Southern African Development Committee (SADC) and had become the ‘bread basket’ of the region (Murisa, 2010). These positives in food security, health and education soon disappeared with the coming of the ‘crisis decade’ soon after the land reform programme. A country that was close to food self-sufficiency in the 1980s, with exceptional literacy records in Sub-Saharan Africa and closest to attaining the aim of ‘health for all’ and ‘education for all’ had gone into a process of shaming these post-independence achievements (World Bank, 2006).

Soon after independence, the new government adopted a socialist stance and offered free primary education for rural schools. User fees were also removed from all social and health amenities. This did not last for a long time since the government later on failed to continue in that direction due to fiscal constraints. The government adopted capitalism as the means of production. With capitalism, Zimbabwe had to subscribe to the statutes of the International Monetary Fund (IMF) and the World Bank. These monetary institutions forced the government to reduce social spending and grab the Economic Structural Adjustment Programme (ESAP). This led to the reintroduction of user fees for all health, education and social amenities and led to massive retrenchments. A large part of the population was affected and a lot of social, economic and political teething troubles were created. This happened a decade after independence and was coupled by the 1992 drought. The introduction of ESAP was more like European Union’s Austerity Programme where European countries are being forced to cut social spending and social benefits so as to cover up for the EU’s budgetary deficit. This has started to tear Europe apart in the same manner that ESAP led to widespread problems and pronounced suffering to Zimbabweans and other Africans.

From around 1990, a lot of socio-economic policies have been put in place by the government to try and regenerate the economy. However, after the year 2000, the economy dived nose-down and affected millions of Zimbabweans. This was also the same time when there was repossession of farms from commercial white farmers. A lot of farm workers were left without employment even though some were employed by the newly resettled farmers (Masuka, Banda, Mabvurira and Frank, 2012). The years 2000 to 2009 saw the rise and escalation of various social problems which include unemployment, HIV/AIDS, crime, destitution, prostitution, corruption and poverty. Nearly three-quarters of the Zimbabwean population was living below the poverty

datum line (PDL). The Central Statistical Office (CSO) in 2002 estimated that close to seventy percent of the Zimbabwean population was living beneath the PDL and this figure soared to more than eighty percent during the overruling epoch because there had been a pronounced upsurge in the prices of food and other basic commodities due to hyperinflation and the predicament of the poor was aggravated by a significant underperformance in maize production (Murisa, 2010).

Most social problems like crime and prostitution rose as a result of stress due to the economic situation in the country. Inflation took its toll and the Zimbabwean Dollar became utterly useless. This led to massive brain drain and a lot of skilled Zimbabweans left the country for South Africa, Australia, Zambia, USA, the U.K and several European countries. Moyo and Yeros (2007) found out that the Zimbabwean economy shriveled by over 40% between 2000 and 2008. Inflation speeded through 2006 and by 2007 the Zimbabwean economy was formally undergoing hyperinflation, with prices climbing by more than 50% every month (Scoones, Marongwe, Mavedzenge, Murimbarimba and Sukume, 2010). This continued through 2007 and 2008 with inflation hitting the highest point at 231 million percent towards the end of 2008 (Chimhowu, 2009). The third dimension of the 'crisis' was the collapse of social service delivery (Murisa, 2010). Unemployment in the country rose to alarming levels due to massive retrenchments and the shutdown of various factories and industries. Most industries relocated to other countries, thus leaving many people unemployed.

As a result, in 2007 and 2008, health problems also emerged. Cholera and typhoid killed hundreds of Zimbabweans due to the lack of urban health services from city councils. Zimbabwe was in lassitude in those years. Corruption and widespread absolute poverty became rampant. The government at one point introduced a basic commodities accessibility programme which was popularly known as BACOSI in an attempt to provide people with basic commodities because empty shelves characterized shops and supermarkets. Many foster care homes faced closure and some reduced the number of children they cared for. The situation that rocked Zimbabwe at this time also saw the rise of many NGOs whose main aim was at saving the day. They managed to assist thousands of hungry Zimbabweans, but most of their efforts were futile since the government saw them as agents of regime change posted by Western countries.

In 2009, soon after the formation of the Inclusive government, Zimbabwe's economy was dollarized and inflation reduced to minimum levels. The social situation in the country began to change and poverty was reduced drastically. This continued up until 2013 when the inclusive government was dissolved. Unemployment remained high but various socio-economic problems were degenerating. With the adoption of the multi-currency system in the country, things changed significantly. However, there still remain budgetary constraints and a large part of the population is living in poverty with the majority of graduates resorting to vending or hawking. With the existence of all the various social problems in the country, there is need for social workers to address social decadence and dissonance and bring about social functioning and social order and stability as this will continually make Zimbabwe underdeveloped thus affecting the livelihoods of ordinary Zimbabweans.

Zimbabwe is still a developing country and it is still in need of upgrading the human, social, political and economic development status of its citizens if all problems are to be successfully ameliorated. Murisa (2010) in his study identified that the main problems facing Zimbabwe which need urgent social work attention are; limited access to deteriorating health services, increasing poverty and household food insecurity, urban housing challenges and the deteriorating standards and accessibility of primary and secondary education. If these problems are not dealt with urgently, they will lead to social disharmony and might even slow down the development of the country. The government of Zimbabwe says the revitalization of social work as a profession could be the magic potion to some of the social challenges that the nation is faced with. This makes social work an indispensable profession to the development of Zimbabwe thus the need to carve a new modus operandi for social work in Zimbabwe so as to align with the existing problems.

The current Social Work situation and the way forward

Most social workers, as mentioned earlier, moved to other countries or are employed in private and voluntary organizations with the exception of a few who are in the civil service. The government's Department of Social Services used to be the major employer of social workers, but right now the situation is different since many people employed in the DSS are Sociologists and Psychologists and they are not trained to deal with the available client base. Instead of

employing social workers, the government froze all posts due to budgetary constraints and currently no social workers can be employed.

The child-social worker ratio in Zimbabwe is not so good. Its all-time high was 1 social worker per around 50 000 children(Wyatt, Mupedziswa and Rayment, 2010). However, it has reduced to one social worker per over 14 000 children(Mbanje, 2015). Social workers are the only professionals that are concerned with vulnerability and the protection of children. This demystifies that Child Welfare in Zimbabwe is in shambles and there is a very high work load for the available social workers and this can lead to burnout if not brain drain.

Ratio of children to social workers in selected Southern African countries.

Country	Population	Population of children	Number of social workers	Child-social worker ratio
Botswana	1.8 million	784, 000	420	1,867:1
Namibia	2.0million	860,000	200	4,300:1
South Africa	47 million	15,000,000	12,000	1,250:1
Zimbabwe	12.5 million	6,000,000	121	49,587:1

Source: Wyatt, Mupedziswa and Rayment (2010)

Former Labour and Social Welfare Minister Prisca Mupfumira once said that there is need to forge partnerships that ensure the profession of social work gets its due recognition because social work is an understated profession scarcely recognized within Zimbabwe. Social work is critical to the maintenance of any nation’s social fabric as well as the protection of vulnerable members of the community.Zimbabwe’s society relies on social welfare and hence, social work is an important profession that can provide quality services in order to rebuild society. There are

less than 100 social workers within the Department of Social Services. The whole country has about 800 social workers and Zimbabwe is one of the worst in terms of social work in the Southern African region. Meanwhile, in Zimbabwe social workers are obscure and little known by the public. Although their line of work is on demand in most developed and developing countries and this echoes an underestimation of the profession in the country.

While social workers are supposed to be visible in the community following up on vulnerable members, providing support and other necessary services, the situation is different in Zimbabwe. With the increase in child rape, gender based violence and other social ills, there appears to be a link with the absence of social workers. There are only 60 registered social workers in Bulawayo, 348 in Harare, nine in Matabeleland North and 154 lingering around (Bhowasi, 2015). One of the reasons why social work is relatively unknown and less popular in Zimbabwe is a lack of clarity in terms of what social workers do. It is not surprising that many untrained individuals involved in welfare issues, masquerade as social workers yet the profession should be for those who are properly trained. This then calls for action by all social workers in order to stand up and gain their real place in society.

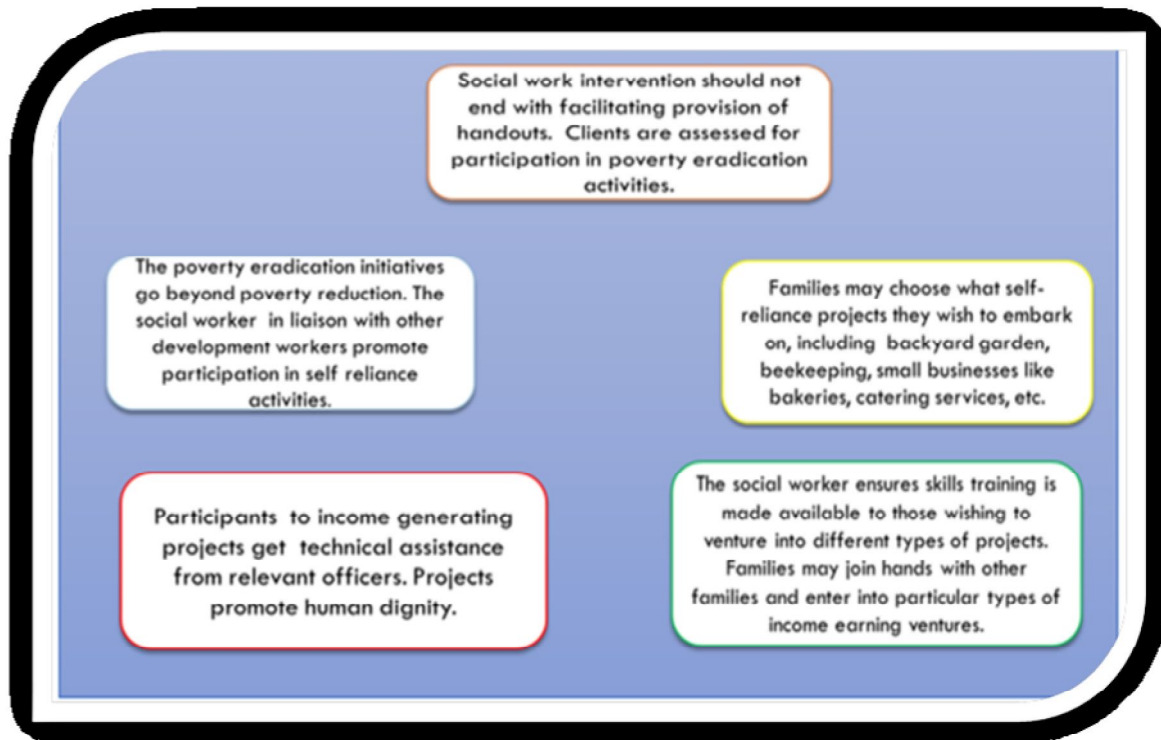
Developmental versus Remedial social work

In developing countries the stance of the social work profession needs to be changed so as to address the problems encountered in such countries. When social work was imported from the West, it had a remedial stance and was responsive to the needs of the Western society. This was in line with the development state of those countries. Zimbabwe as a developing country does not have enough resources as developed countries do and it still lags behind in as far as development is concerned. Thus there is need to refashion the profession so as to suit local needs and conditions. Maybe the obscurity of social work in the country is shrouded in its remedial stance because it is not compatible. Practicing remedial social work in Africa is more like installing an android application in an I-phone. It will never work because it will be incompatible. There will be need to find the right phone that is compatible with the available applications. This then brings us to the need for developmental social work in Africa so as to challenge Africa's developmental needs. Therefore Indigenization and authentication of the profession is needed.

Developmental social work entails a partial redress of the profession so as to suit local needs and address local problems in a manner that is compatible to the development status of the country. The Zimbabwean government since the advent of social work in the country provided social services on a remedial basis and thus inculcated a dependency syndrome into the people. The DSS used to offer food subsidies to the needy and this required a lot of resources and with the current economic downtrend, the DSS has become partially useless because there are no resources to augment its services. If developmental social work is put into play, it will hopefully revive the status of the DSS and will thus allow the increased employment of social workers by the government.

The remedial approach's main focus is on predicaments of destitution and maladjustment, reacting to applications for needful material assistance, securing housing and dealing with legaljuvenile committal, probation and maintenance cases (Midgley, 1981). The unrestraineduse of this perspective culminated into a lack of consensus between traditional social norms and Western social welfare and this affected the popularity and effectiveness of the profession(Osei-Hwedie, 1993). Many critics have completely ruled out remedial social work from the face of the profession in Africa they argue that it should not be on the fore, mainly in context of poverty reduction(Mupedziswa, 2015). Many social workers in Africa now concur on the shortfalls of the remedial approach in Africa, particularly on itsirrelevance and inappropriateness.

Social development initiatives



Source: Mupedziswa (2015)

The dripping tape comparison

Mupedziswa at a World Social Work Day commemoration at Bindura University of Science Education once said, ‘.....when a water tap is leaking, would you concentrate on mopping water or fixing the tap. Many social workers today are concentrating on mopping water rather than fixing the tap. There is need to change our modus operandi; let us revisit our plans: mop or fix? The residual or remedial approach being pursued by many is akin to specializing in mopping water when fixing is the answer. The famous Chinese adage goes thus, If you give a man a fish, he will eat once, but if you teach a man how to fish, he will eat for the rest of his life. It is indubitable that dishing out fish (i.e. giving hand-outs) to underprivileged people provides them

with only temporary relief. To successfully reduce poverty, there will be need to teach vulnerable people how to fish for themselves.’

African social workers as argued by Hall (1990) need to grow and cultivate a model of social work that would pave the way for a broad-based and change-oriented profession that is able to ameliorate most of the social problems facing Africa. The developmental model of social work is preventive and proactive, targets long-term adjustment and emphasizes on addressing more serious challenges faced by vulnerable groups in society (Midgley, 1981). However, despite the call to change from a remedial stance, most social workers seem reluctant and there have not been sufficient moves to drive towards the developmental stance.

Why it has been difficult for social workers to embrace developmental social work

Hochfeld, Mupedziswa, Selipsky, and Chitereka (2009) suggested six main explanations for social workers' letdown of developmental social work in Africa.

1. Most social workers consider that social development falls separate from the main domain of conventional social work since it brings about economic development issues.
2. There is also no clear appreciation of what social development really involves and how to start to effectively promote this standpoint. Hampson and Wilmore (1986:7) affirmed that: “The question now facing social work education is how social workers can be trained as social development workers.....who can recognize the problems of mass poverty and underdevelopment, and contribute to the solutions of these problems”. Mupedziswa (2001) then suggested a model which identified some curricular-correlated and extra-curricular activities as yardsticks on the way to a developmental stance.
3. Social work professionals are mostly unaware of the prospective benefits of promoting a social development stance.
4. The existing political situations are sometimes oppressive or unpredictable and thus making it hard for them to uphold crucial professional principles like self-determination, empowerment and participation.
5. There is a lack of resources which can however be a scapegoat or an excuse for promoting the developmental perspective.

6. Some have never even given the issue some thought and are not even aware of the debate on issues of applicability and suitability.

Recommendations

There is need to redress the social work profession so that it suits local needs and address local problems. Currently residual social work which demands more resources is not effective because there are no enough resources in the developing world. Therefore the profession has to move from a remedial standpoint to one which solves the root causes of problems or social ills in the African context. Since Africa is still developing socially, politically and economically, social work has to make development its main goal in Africa so as to make it relevant and the mainstay in the development agenda. Developmental social work is the way to go, but the profession does not have to be completely altered into that perspective. Remedial social work can still be a part of African social work, but it should not be dominant on issues of development. The social work curricular has to reflect some strands of the development approach and the government has to be pushed to take the first steps in ensuring that developmental social work is put into practice. This can revive the operations of the DSS because its mandate and goal would be relevant to the government's development agenda.

On another note, when introducing something new to a community, its either we change the 'new thing' to suit the community, or we change the community to easily accommodate the 'new thing'. We can either change social work from a remedial to a developmental profession so as to suit local conditions or else we change the political, social and economic conditions (local conditions) to easily billet remedial social work. Changing the political, economic and social climate of the country to suit that of developed countries is development in itself. So what if we strive to develop the country so that it becomes conducive to practice the traditional mode of social work. This is utterly impossible because it requires a lot of work, is risky and very demanding. So this brings us to one conclusion, redressing the social work profession from a remedial to a developmental stance so as to suit local needs.

The main problem with remedial social work is that it is not applicable and relevant, hence ineffective. It does not respond to the development needs of the country, but if the developmental

approach is appreciated, it will make the social work profession more relevant and hence social work will become a recognized profession in the country. If social work becomes more and more recognized, it will gain the respect and dignity that it deserves and hence it will achieve its main goal, particularly that of promoting the dignity and worth of people. Social work cannot promote the dignity and worth the people if it is not accorded the dignity and worth that it deserves, thus there is need to make the profession more relevant for social workers to achieve their mandate and gain their due recognition.

Social work schools, the National Association of Social Workers and the Council of Social Work also need to work together in harmony so as to improve the dignity of the profession in the country. Mupedziswa (2015) argued that these are the three arms of social work in Zimbabwe and if any progress is to be seen, the three arms of the social work profession ought to be seen to pull together. The Council for Social Workers (CSW) is a statutory body which is the profession's regulating body. The National Association of Social Workers (NASW) constitutes the voice of the profession and the social work education institutions which provide education and training. The CSW has to work in collaboration with NASW and Social work education institutions just like a 'three legged pot' and thus they can form a progressive 'triple alliance' which can stand against any adversaries or 'allied powers'.

Conclusion

The social work profession has to be made the mainstay of Zimbabwe's development and social workers need to be geared for Zimbabwe's development agenda. As a profession, social work aims at promoting the dignity and worth of human beings and according to the definition of social work by the IFSW, it promotes development. With Zimbabwe's underdevelopment, there is need for a development oriented profession which can catapult Zimbabwe into a developed state. Social workers, with their focus on human development can be instrumental. The form of social work being used in Zimbabwe was adopted from the West in the 1960s and it has a remedial stance. This makes it irrelevant and incompatible to the political, economic and social environment in the country.

Remedial social work is compatible with Western developed countries where there are adequate resources. In Zimbabwe, this form of social work can further contribute to underdevelopment and the lack of relevance of the profession which might lead to obscurity of the profession in professional circles. So there is need to remodel the profession so as to have a developmental stance and hence move along Zimbabwe's development agenda. Developmental social work has to be put into play and schools of social work, NASW and the CSW in collaboration with the government have to play an active role in ensuring that this form of social work becomes the norm. This will ensure the development of the country and hence social work will thus be given its due recognition and it will be accorded the dignity and worth that it deserves.

'REMEMBER....., SOCIAL WORK IS MORE THAN A PROFESSION, IT IS A CALLING'

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