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# PRESENTATION OUTLINE



1. Background of the study
2. Aim of the study
3. Study area and Methodology
4. Findings
5. Recommendations
6. Conclusion



- ❑ The social work curriculum in the postcolonial Zimbabwe is an embodiment of the colonial legacy in social work education and practice.
- ❑ The Eurocentric knowledge on theories, methods, values continue to be the epicentre of social work education in Zimbabwe, while indigenous methods and approaches remain on the periphery of formal education and practice.
- ❑ Zimbabwe was colonised by Britain in 1890 and gained independence in 1980 after a protracted war of liberation.

## BACKGROUND INFORMATION CONT...



- ❑ The historical development of social work as an academic field of study and practice is centred around this colonial past.
- ❑ Social work in Zimbabwe came into being in 1936 with the introduction of a probation and school attendance officer.
- ❑ Thereafter, came the establishment of the Department of Social Welfare in 1948, which department was initially meant to deal with the social problems within the white communities before being extended to cater for the black majority addressing poverty, unemployment, overcrowding etc.

## BACKGROUND INFORMATION CONT...



- ❑ Realising the demand for social workers in the country the Roman Catholic Church Jesuit Fathers founded the School of Social work in 1964.
- ❑ The school of social work together with its curriculum were modelled along the British social work theory and practice.
- ❑ This continued well into the new Zimbabwe.
- ❑ Although there has been talk of indigenisation and social development as social work packages for an independent Zimbabwe, both the training and practice of social work still reflects the Western biases.



## ❑ Colonial history (socio-political history)

- As has been alluded to above, the development of social work in Zimbabwe is closely tied to the country's colonial history, its orientation reflects a wholesale transfer from the British experience (Kaseke, 1991).
- It was a means to respond to urban social ills such as crime, prostitution and destitution in order to promote order and stability.
- Social work was therefore seen primarily as an instrument of social control, and never seriously addressing the root causes of social problems and was basically curative in orientation.
- The culture of usuality and the status quo maintenance is likely to be a threat to the indigenisation agenda, and should therefore be well treaded upon.

## IMPEDIMENTS CONT...



### ❑ Implementation of bad / populist policies

- It is worth my emphasis that, poor culture of policy formulation and implementation will always lead to poor outcomes.
- Zimbabwe has suffered a lot from populist policies that are crafted for political and social expediency.
- The Fast Track Land reform programme was hurriedly done in a clandestine way, despite its legal provisions as enshrined in the Zimbabwe's Land Acquisition Act of 1992.
- Operation *murambatsvina*/ 'operation restore order' in 2005, a clean up campaign that led to destruction of many houses that were not built according to municipal regulations.
- The social work indigenisation agenda may suffer from the same approach if proper measures are not put in place.

## IMPEDIMENTS CONT...



- ❑ **Lack of a robust intuitional framework to guide and direct social work training on the path to indigenisation and localisation**
  - Although Zimbabwe has got a Social Workers' Council which is a statutory board mandated to regulate the training and practice of social work, challenges still prevail regarding the standardisation and supervision of training institutions, to ensure quality social workers are produced for practice.
  - Instead, emphasis was placed on regulating practice without regard to the role of the social work curriculum to practice outcomes.
  - This state of affairs has severely scuttled the initial zeal and determination towards the indigenisation and localisation of social work in Zimbabwe.

## IMPEDIMENTS CONT...



### ❑ **Poverty, economic decay and the brain drain**

- Ever since the dawn of the new millennium, Zimbabwe has faced serious economic challenges, with inflation skyrocketing up to 231 million by 2008 and poverty levels were so high, social service provision becoming a preserve for the few.
- This ultimately led to the mass exodus of skilled professionals from different fields, with social workers included.
- As such, by 2016 Zimbabwe topped among the social work registrants with the Health and Care Profession Council (HCPC) of the United Kingdom, with 68 social workers from a total of 473 registrants globally being Zimbabweans.
- Such a massive loss of highly skilled professional social workers has drastically the drive towards the indigenisation and localisation of social work.

## IMPEDIMENTS CONT...



- ❑ **Westernisation and its ripple effects on culture, values and beliefs which are central to the social work decolonisation agenda.**
- Arguably, westernisation has been a serious threat to African culture. It has destroyed the very fabric of Africanness, leaving many without a common understanding on values and beliefs that define their African identity which is key in this cause.
- This is a serious challenge to the indigenisation agenda simply because; there is need for commonality in defining African values and beliefs if we are to define social work values from an Afrocentric perspective.
- Also, Zimbabwe has diverse cultures, ranging from; Shona (Zezuru, Ndau, Karanga, Manyika, Korekore), Ndebele, Shangaan etc. Therefore, the issue of universal ethics and values is constantly under threat.

## POSSIBLE MITIGATION MEASURES



- ❑ In view of the above shortcomings, a number of mitigation measures are suggested:
- ❑ In order to mitigate against the lack of a robust institutional framework to guide and direct social work training on the path to indigenisation and localisation this paper is persuaded that Zimbabwe should take a leaf from the South African model where emphasis is placed on setting standards and guidelines for social work training.
- ❑ The South African Council for Social Service Profession (SACSSP) is mandated to provide strategic guidance pertaining to the development of policies regarding the education, training and development of all social service professionals and to ensure the development, promotion and quality assurance of the education, training and development of professionals registered with the SACSSP.

# POSSIBLE MITIGATION MEASURES CONT...



- ❑ Furthermore, there is a need to have a clearly defined transformation agenda with clearly stated aims, objectives and standards for the education and training of social workers in Zimbabwe.
- ❑ Also, mass mobilisation of social workers towards involvement and participation in the indigenisation and localisation process is a critical mitigation measure to consider.
- ❑ Over and above these measure lies the need for the Council of Social workers to lead the process of securing government buy in on the indigenisation and localisation of social work.
- ❑ This move is like to result in increased fiscal support towards social work education and training with an emphasis on indigenous theory and practice contexts.

## CONCLUSION



- ❑ In conclusion, it is of uttermost importance to note that, social work indigenisation will not be an overnight event; it is a process that calls for dedication and cadershship in implementation or else it will remain a dream in the air.
- ❑ However, its implementation must be treated as a matter of urgency in order to keep the profession abreast with the current trends and developments in the 21<sup>st</sup> century.



Thank you

Nikhesile

Kia lebuha

Ndinotenda

Baie Dankie