

Social Development Approach to the Promotion of Human Rights

**Tariro TENDENGU
& Lameck TENDENGU**

Abstract

Traditional models of development have been criticised for not considering issues bordering on security rights, legal rights, political rights and cultural rights as major aspects contributing to socio-economic and sustainable development of countries. Development is a concept and a multifaceted phenomenon. It involves social, political and economic progress facilitated by quick technological evolution. Todaro (2012) states that development is a multidimensional process involving the reorganisation and reorientation of the entire economic and social systems. Various models have been put forward trying to define and shape development at a global level. Some of them are classical while others are contemporary. Traditional models of development include the Linear Stages Growth model influenced by the writings of Harold Domar and W. Rostow in the 1950s, modernisation theory and the dependency theories. These models emphasize development along economic lines where attention is given to increased savings, economic investment and acquisition of appropriate technology which lead to structural transformation of the economy and production. This paper therefore seeks to argue on the contention that traditional models of development have long been criticised for lack of attention to human rights and inadvertently contributing to human rights violations (Androff, 2006). This contention will be examined with reference to the role played by the Social Development Approach (SDA) to the promotion of human rights in Zimbabwe.

Keywords: Development, Socio-economic development, Sustainable development, Human rights, Zimbabwe.

Introduction

Social development is a cross-disciplinary approach which analyses the processes that build a more equal and social society. This paper seeks to examine the contention that traditional models of development have long been criticised for lack of attention to human rights and inadvertently contributing to human rights violations (Androff, 2006). This argument will be examined with reference to the role played by the social development approach to the promotion of human rights at global level. World Bank (2010) defines social development as transforming institutions in order to enhance social outcomes. This entails about the change of social institutions and structures in the developing countries to promote social justice. According to Hall and Midgely (2008) social development is a process of planned social change designed to improve the welfare of the population as a whole in conjunction with economic development. Primarily concerned with how to meet employment, food, economic, social, cultural, security and environmental needs of nations around the world. Human rights express the bold idea that all people have claims to social arrangements that protect them from the worst abuses and deprivations and that secure the freedom for a life of dignity (UNDP, 2005).

Human rights bring to development the notion that people are entitled to have their basic needs met, and that those in power have a duty and a moral obligation to facilitate this process. There are traditional approaches to development such as Modernisation Approach and Dependency Approach which ignored human rights to development. Social development approach considers strengthening of people's basic rights as an integral and essential part of the development process at global level. Social development encompasses factors such as gender equality, participation in development processes, right to shelter, right to education, and respect of cultural diversity in promoting the population of lives and livelihoods which this essay shall examine in regards to the promotion of human rights at global level.

Development

Development is a multidimensional process involving change in particular attitudes, structural change, the re-organisation and reorientation of the entire economic and social system that involves radical changes in the

institutional, social and administrative structures. Development is a concept and multifaceted phenomena. It involves social, political and economic progress facilitated by quick technological evolution. Todaro (2012: 261) states that development is a multidimensional process involving the reorganization and reorientation of the entire economic and social systems. Roggers (1999:30) defines development as a long participatory process of social change in the society whose objective is the material and social progress for the majority of population through a better understanding of their environment.

Social Development

Midgely and Pawar (2017) argue that social development is a three-dimensional approach involving structural change and transforming societies, planning and linking social and economic development as well as realisation of human potential, improving quality of life and meeting human needs. According to Dominelli (1997:29), social development is “a dynamic way of organising resources and human interactions to create opportunities through which the potential of all peoples- individually and collectively, can be developed to the full.” According to Midgely (2013:16), in social development, “practice interventions function as investments that contribute positively to economic development” and “because they are based on social investments, they generate rates of return to the individuals, households and communities that benefit from these investments as well as to the wider society.” Social development values human growth and potential. Similarly, social welfare recognises the importance of promoting human potential. The Social Development approach is mainly focused on realising human potential, alleviation of poverty, social inclusion. In addition, there is the focus on tackling human rights violations. In relation to socio-economic development, human rights, whether viewed from the left or right perspective from a progressive or reactionary stand-point, is essentially a major world-wide legal, philosophical and moral phenomenon of the 21st century (Ghai, 2007).

Human Rights

Human rights refer to the basic rights and freedoms which all humans are entitled, often held to include the right to life and liberty, freedom

of thought and expression and equality before the law (UN, 2006). Ghai (2007) defines human rights as laws, customs and practices that have evolved to protect ordinary people, minority groups and races from oppressive rulers and governments. This lack of attention to human rights by traditional models of development led to the rise of social development approach as a measure or strategy to integrate the human face in all forms of development. According to Turner (2015), human rights approach to development is focused on conscious and systematic enhancement of human rights in all aspects of programme and project development and implementation. It is a concept for the process of human development that is normatively based on international human right standards and operationally directed to promoting and protecting human rights. The human rights-based approach has a twofold objective which are to empower people (rights holders) to claim and exercise their rights and to strengthen the capacity of the actors (duty bearers) who have a particular obligation or responsibility to respect, protect and fulfil the rights of the poorest, weakest, most marginalised and vulnerable and to comply with these obligations and duties

Human rights-based approach has a better implementation to social policy. Social policy implementation utilising the human rights-based approach (HRBA) differs from a HRBA project. This is because in a HRBA project, both duty bearers and rights-holders are involved in the implementation process, (Royce, 2009).

Critique of Traditional Developmental Models

The linear stages growth model to development as proposed by Harold Domar often lack attention in explaining human rights violations as a factor which impedes development. The traditional theory assumed that for economic growth to occur both developed and developing countries have to achieve economic growth so as to attain a certain level of saving and productivity of capital. Midgely (2013), argued in terms of development, critics claim that the model sees economic growth and development as the same in reality economic growth is only a subset of development. The model is based on the assumption that economic growth and productivity are closely linked to development and they can be achieved by increased domestic product and investment. The linear stages growth model as proposed by Harold Domar assumes that in

development terms countries should adopt realistic budget allocations so as to achieve economic development. However, it can be argued that the linear stages growth model to development has been criticised for lack of emphasis on human rights violation. For instance, although some developed countries such as United States of America have managed to reach high mass consumption, yet the issues pertaining to human traffic and racial discrimination limits social development.

The dependency approach, as propounded by philosophers such as Andre Frank Gunder of the 18th century, can be criticised for not including the Human Rights Approach in development. The dependency theory attempts to explain the present underdevelopment state of many nations in the world by examining the patterns of interactions among nations and by arguing that inequality among nations is an intrinsic part of those interactions (UN, 2006). For instance, in relation to the tenets of the theory, developing countries are to adopt western ideas in order to achieve development. Taking Zimbabwe as a case study Structural Adjustment Programmes and Economic Adjustment Programmes which were implemented soon after independence were adopted from Western countries but these programmes failed as they did not consider issues relating to social development. On the same note, Irvine (2004) argued that the dependency theory is based on the assumption that the cause of the low levels of development in less economically developed countries (LEDC's) is caused by their reliance and dependence on more economically developed countries (MEDC's). Contrary to this scholarly view, it can be argued that in most cases less economically developed countries often fall trap as the dependency approach often lead to the so called "dependency syndrome." The dependency theory as argued by Ghai (2007) forms its basic tenets based on "a situation in which the economy of a certain group of countries is conditioned by the development and expansion of another economy to which their own is subjected"

Modernisation is defined as a transition from primitive, subsistence economies to technology intensive industrialised economies, and from subject to participant political achievement-oriented systems. Modernisation stress the shift of modern-technology, develop institutions and labour habits complementary to industrial

production (Theron, 2008). The modernisation theory has been criticised as its tenets affirmed that developing countries should emulate the development patterns followed by developed countries regardless of the capability, environmental constraints and cultural differences between nations. For instance, African countries such as Uganda were forced to adopt certain European cultural values such as homosexuality so as to receive aid that would boost income savings hence fostering economic development. It can be argued that the rights of Ugandans are, by this forced adoption of Western principles, violated. Their right to liberty is by this condition violated.

The traditional development models undermine development participation which is contrary to Social Development in promoting human rights. According to Midgely (1995) the early models of development such as dependency theories and structuralism were not participatory in nature. Those who owned resources have power in the development of communities and the voices of the poor face exclusion in development processes. For instance, in relation to Economic Structural Adjustment Programme (ESAP) programme, Zimbabwean government was directed to subscribe to IMF but the organisation did not consider the social development aspect. In Marxists terms, having the means of production was the key to development and the people who had resources facilitated the development process (Royal Commission on Social Policy, 1998). This led to the criticism of the traditional models of development. However, the rise of social development approaches was associated with promoting human rights in relation to equal participation in the development process.

Traditional models were criticised on gender equality by Social Development model. According to Androff (2006) discriminatory acts based on gender have been a characteristic of most traditional models of development. During industrial revolution in Europe the conditions of women were very poor. For instance, they received low wages as compared to men and they were sexually abused in factories (UNDP, 2000). The traditional approaches were not eager to address the issue of gender equality. Gender inequality in employment remains an important labour market phenomenon which deserves an increased attention from policy makers and lay persons interested in equality, a core issue in social development in the majority of countries around the

world (Matta, 2008). The Social Development Approach's role of supervision and enforcement systems promote equal treatment of employees. Social Development model acknowledge the problems that arise out of gender-segregated labour markets as female and male employment stereotypes are still being reinforced (ILO, 2007)). The Social Development Approach promotes measures and policies to deal with inferior labour opportunities which the traditional models failed to consider.

The traditional model hinders participation and decision-making because when external funding is required in the form of international aid or perhaps remittance incomes from migrant workers living overseas (Rauch, 2019), societies have no right or power to make decision on what they really want. They must adhere to the conditions of those who are funding them (Warner, 2019). For example, Zimbabwe was put under sanctions because of the land reform programme which violated their right of freedom to partake in decision-making on their economy. The consequence is that Zimbabwe failed accessing aid from International Monetary Fund (IMF) and World Bank (WB). This is shown in the second stage of Rostow's traditional model, the pre-condition to take off, which is the transitional stage that establish the conditions necessary for further growth and development and savings investment growth, although they still would be small percentages of national income (GDP).

The Social Development Approach in Promoting Human Rights

The social development approach has been credited to be one of the dominant theories in addressing issues relating to human rights violation in developing and developed countries. Ghai (2001) argued that the principles and goals enunciated in the Copenhagen Declaration had a central theme of a commitment to.... a political, economic, ethical and spiritual vision for social development that is based on human dignity, human rights, equality, respect and peace and full respect for the various religious and cultural backgrounds of people...." The Copenhagen Declaration on Social Development has been effective in addressing issues related to human rights violations especially in developing countries as it places its major emphasis on democracy and transparency in addressing human rights issues in developed and

developing countries. For the protection and enforcement of human rights at global level, the Copenhagen Declaration on Social Development formed its basis on the attainment of human rights as the centre of development. Midgley and Tang (2017) argued that the Copenhagen Declaration formed its basis on international and regional conventions on human rights such as the United Nations Declaration on Human rights and International Labour Organisation.

The Social Development approach is often credited in promoting human rights at a global level as it mainly addresses issues related to structural changes in the political, social and economic arena as major aspects in social development. Theron (2008) argued that, modernisation and dependency approaches to development are way backward as the theories share the conviction that development is a process that is able to bring progress in terms of development on a people centred perspective. The traditional theories do not focus on structural injustices that exists in societies leading to human rights violations. For instance, in addressing issues related to gender disparities that exist especially in developing countries, women especially those living in primitive areas have been hindered from participating in politics as a result of social class and status. The United Nations (2006) as an international entity with the jurisdiction for universal human rights legislation opine that, “political rights form the basis of human rights that protect the liberty to participate in politics by expressing themselves, protesting and participation in a republic...” This has been the basis of the Social Development approach as it is mainly aimed at addressing structural inequalities that exists in as far as development is concerned.

The social development approach is crucial and plays a significant role in the promotion of human rights when compared to the Harrod-domar Model which explained economic growth as the major aspect which contributes to socio-economic development of both developing and developed countries. Contrary to this, the social development approach is goal oriented towards addressing issues relating to human security. World Bank (2010) notes that human security brings together the human relatives of security, rights and development. As such it is an inter-disciplinary concept that is people-centred, multi-sectorial, comprehensive and context specific. For

instance, with reference to terrorism and human trafficking in countries such as Afghanistan, the then ruling Taliban forcibly evicted and displaced tens of Tajikins from the Shamali plains. The Taliban systematically burned houses and destroyed the agricultural infrastructure of Tajikins living in that area thus inhibiting development as the human right to security was outlawed. In the case of African countries, the tribal issues relating to xenophobia have contributed to underdevelopment especially in countries such as South Africa in which foreigners are often deprived of their rights to human security and freedom from torture. Midgely (2013) highlighted that the social development approach is as “a process of planned social change designed to promote the well-being of the population as a whole within the context of a dynamic multifaceted development process.” Social development therefore focuses on change that is meant to promote human well-being and potential.

For Traditional models of development, industrial diversification and increased capital production in the high mass consumption are seen as major aspects that explain development globally. The theories have been criticised for not considering human needs, such as proper health care, adequate sanitation services and access to education, during the five stages of development as major factors which can contribute to socio-economic development. According to Midgely (2013), social development has a goal of promoting the wellbeing of individuals through ensuring that social needs are met, social problems are effectively managed and social opportunities are created. For instance, in Zimbabwe, in terms of access to adequate healthcare facilities, the National Health Strategy for Zimbabwe (2016-2020) seeks to have the highest possible level of health and quality of life for all its citizens by providing, administering, coordinating, promoting and advocating for the provision of equitable and accessible health services (Kanyenze, 2014). In line with the Social Development Approach, this has contributed to having a healthier populace and thus enhancement of development. However, it can be argued that as a result of issues relating to mismanagement of funds, the Social Development Approach has been criticised as it does not consider political, social and economic constraints relating to bad governance that may occur in providing services to people. For

instance, the cholera outbreak which occurred in Zimbabwe in August 2018 which led to many deaths has been attributed to be the violation of human rights as the government failed to address the issues relating to clean and safe drinking water.

The social development approach as compared to traditional models of development mainly focuses on equality and also focuses on progressive social change in terms of resource distribution. The Universal Declaration on Human rights (1960) denotes that all human beings are born free and equal in dignity and rights; they are endowed with reason and conscience and should act towards one another in a spirit of brotherhood. Traditional models have been criticised as they did not conceptualise the principles of egalitarianism and equality so as to achieve social development. This contributed to capitalism and slavery, especially during the industrialisation period in Europe. For instance, disadvantaged groups such as the elderly, women, the elderly and children were abused resulting to human rights violation as European countries mainly focused on industrialisation which favoured the proletariat, while ignoring the disadvantaged groups. The Copenhagen Summit emphasise that social development is a crucial mechanism to development as it highlights the need of societies to cater for disadvantaged groups by providing social welfare services to a populace in need of care on equal basis.

The dependency theory, as propounded by Gunda Frank, has been contested by various scholars and social scientists as it only emphasised material and economic factors as major catalysts for development. However, it can be argued that compared to the Social Development Approach which is mainly aimed at realising the human potential, human security and promotion of human wellbeing, traditional approaches to development did not address major issues relating to human rights violations but were only focused on economic growth. Ghai (2001) argued that, the Copenhagen Declaration on Social Development which has been successfully implemented in developing and developed countries identified the number of factors that have prevented the goals of social development from being achieved. These include: chronic hunger, malnutrition, illicit drug trade, organised crime, xenophobia and corruption.

Traditional models of development were mainly aimed at addressing issues of development based on issues relating to capital accumulation in the process of economic growth. However, the issues pertaining to human rights violations were not considered. Cassese (2001) argued that as compared to other approaches to development the Social Development Approach is mainly aimed at addressing issues that hinder human development. Some of the issues are the violation of people to express their own opinions in as far as social development is concerned. For instance, in countries such as Kenya issues relating to political deprivation have hindered development. In some developing countries, political rights have not been considered in as far as development is concerned. The United Nations Charter of 1945 recognised civil, political, economic, social and cultural rights within a single document with more elaborate description of civil and political rights than others. However, it can be argued that in relation to human development, political participation is often challenged by issues relating to corrupt political leaders, deprivation of the rural populace in political decision making and structural inequalities that exist in societies.

Traditional theories of development only focus on the issues of urbanisation and industrialisation as major facets of development which contributed to development without necessarily considering issues relating to the improvement of people's quality of life so as to achieve socio-economic development. The Social Development approach is mainly aimed at providing basic human rights and its foundation is based on offering humanitarian response to people so as to achieve socio-economic development. The expression 'human rights' denotes that all those rights which are inherent and essential for human welfare in terms of providing basic services such as proper housing and sanitation are catered for. For instance, the reconstruction of high-density areas in Zimbabwe which occurred in 2005 termed Operation *Murambatsvina* fostered social development and addressed issues relating to human rights violation as people were provided with proper housing facilities. Irvire (2004) argued that humanitarian emergencies often require an urgent response, but this argument becomes yet another excuse to avoid pressure even when human rights abuses are the cause of humanitarian crisis.

Social Development Approach is mainly aimed at considering a people-centred approach to development by considering the issues of empowerment, creating livelihood strategies and providing basic services to individuals in need. For instance, in developing countries such as Zimbabwe, Harmonised Cash Transfers (HCT) have been an effective programme in addressing issues related to poverty and income deprivation, poor families living below the poverty line have been benefiting up to \$25 per month as a means to raise their families' consumption levels above the food poverty line and to help the target population to avoid resorting to risky coping strategies such as child labour and early marriages. Fitzgerald (2000) opine that as compared to the Harold Domar model of development, the Social Development Approach is multi-dimensional and holistic in nature as it attempts to address the macro level of intervention in addressing development issues. The social development approach places its major focus on the individual needs at macro level.

The social development approach, in contrast against traditional models of development, considers issues relating to cultural rights as crucial in development. For instance, in relation to cultural values and norms, the African Charter recognises the crucial nature of African indigenous systems as being important part of social development by considering issues relating to collectivism and cultural norms to social development. The consideration of cultural values in social development contributes to human rights promotion as it encompasses issues relating to the recognition of traditions in promoting the social wellbeing of individuals as compared to traditional approaches to development which neglected the issues relating to cultural values in relation to development. Midgely (2013) argued that some developed countries often pursue their capitalistic ideas ignoring issues related to cultural practices as major aspects that can foster or hinder development.

The traditional models violate human rights by forcing countries to abandon culture at the expense of development. According to Brown (2013), the modernisation theory emphasises more on the division of labour as the main reflection of economic development. The traditional models violate human rights of developing nations' cultures, by imitating pathways followed by developed countries despite

environmental and cultural differences. However, social development approach makes an effort to encompass cultural diversity as part of human rights to development (Ruohomaki, 2005). The loss of local and traditional knowledge has implications for sustainable social development. Culture strongly influences national economic performance, political cohesion at local and national levels, and creates the preservation of knowledge for development. Therefore, through the social development approach the respect of cultural diversity as a human right at global level is essential.

The Social development approach looks at cultural diversities to human rights at global level (Hayami and Godo, 2005). People have the right to express different cultural values and practices in relation to human rights. Social development as the human rights approach looks at person's welfare in terms of education and health of each individual (Baines& Midgley, 2007). All people have the opportunity to enjoy long and healthy lives. Avoidable deaths, diseases and injuries are prevented. People have the ability to function, participate and live independently. When every person receives education on some health issues, they are likely to find solutions that can help them prevent or cure a certain disease that can cause their premature death. For instance, consider the pandemic, corona virus. The Human rights model states that everyone has the right to life, hence, different countries are working to fight the pandemic for social development of people in their countries.

Social development also promotes human rights in the sense that it concerns itself with making rights accessible to all. As (Donnelly, 1985) observes, 'a new vision of social development, therefore, has to be rooted in making certain rights accessible to every individual on this planet regardless of who they are or where they are.' Social development therefore takes a global perspective in ensuring rights to people. Social development also calls for the active participation or intervention of government unlike others where the government takes a passive role, expecting communities to determine and implement the changes they need to see at local level without any reference (Szirmai, 2015).

Appropriate Roles of Social Workers

Social work professional organisations support these human rights declarations, and social workers strive to protect these rights among

vulnerable and oppressed populations. Anti-oppressive social work practice incorporates radical social change efforts directly into social work practice (Baines, 2006). Social work practice addresses structural inequalities across the globe that affect populations. Economic vulnerability puts individuals at a great risk of slavery than racial or ethnic differences (Bales, 2007). Human rights, indeed, represent a powerful discourse that seeks to overcome divisiveness and sectarianism and unite people of different cultural and religious traditions in a single movement asserting human values and the universality of humanity, at a time when such values are seen to be under threat from the forces of economic globalisation (World Bank, 2000). The idea of human rights, by its very appeal to universally applicable ideas of the values of humanity, seems to resonate across cultures and traditions and represents an important rallying cry for those seeking to bring about a more just, peaceful and sustainable world.

The principles of social development are related to social work in the sense that what they seek to achieve with social development is also what social work seeks to achieve, namely the concern with improving human well-being. Both social development and social work recognise the need to make human rights accessible to all in the interest of equity and social justice. Thus, they both seek to empower the people.

The value base of social development and social work is informed by the belief in the worth and dignity of the human being. Consequently, they consider all human beings as equal who should therefore be given equal opportunities for realising their potential. Furthermore, social development and human rights seeks to ensure that individuals have access to resources necessary for meeting basic needs and in conditions that do not undermine their self-esteem. The pursuit of social justice and egalitarian ideals is at the core of the social development model.

The shift to developmental social welfare entails adopting the social development approach whose ultimate goal is to improve the quality of life for all, largely through macro-level interventions. This also calls for social workers to adopt roles that focus on prevention and enhancing human capabilities. It is responsibility of social workers to simultaneously aim towards both structural changes and direct

intervention with individuals and communities. Social workers must reposition for developmental social welfare and must take on preventive and developmental functions at the core of their interventions. It also entails advocating for the state to effect structural changes in society (Kaseke, 2017). On this premise, this part of the paper will focus on the appropriate roles of social workers in developmental social welfare.

Social workers help residents to take collective action to generate solutions to common problems allowing residents to address the socio-economic barriers that often lead to poverty, crime, poor health, low property value among others. Developmental social workers use facilitative group work models. The roots of group work are in social reform, democratic participation, social action, mutual aid, and concern with vulnerable and oppressed populations (Birnbaum and Auerbach, 1994:333). All community development interventions take place through the medium of groups of various sizes with differing purposes and participation is central to all developmental social work approaches. Whether the approach is through management, through community development or through group work, people must be directly and actively involved in designing and implementing programmes. Facilitative group work makes social workers participants in group processes where their main goal is to pass on their knowledge and skills so that people are empowered through their practice (Rooth, in Gray, 1998a).

In line with the above, Lombard & Warier (2008) have also noted that social workers would need to use community work as the dominant method of intervention. Gray (1998) affirms this by suggesting that there is need for community-oriented practitioners to spearhead developmental social welfare, especially in poverty eradication. However, an integrated approach will be required in addressing the multidimensional needs of communities. Social workers should therefore be at the forefront of pushing for structural changes in society.

Social workers also work as caseworkers so as to build the resilience of individuals within a community to tackle the problems at hand, thus empowering the individual community members to take on

a larger role in the development and continued improvement of their community.

In addition, social workers also undertake research by researching the root causes of a community's challenges. This body of knowledge is then used to develop programmes as well as advocating for necessary policy changes. Consistent with the strength perspective and assets-based approach to community development, participatory action research places a high value on the knowledge and experience of people, particularly those people whose knowledge and experience has been suppressed or dominated by others (Karger, 1983). Social work interventions must be informed by research and must be results based.

Advocacy work should be undertaken by the social worker community. Challenges are sometimes structural and they need to be addressed at that level. Thus, social workers can play a role in dealing with harmful cultural practices in a community. Social workers focus on the protection of people's civil and political rights by using advocacy models, among other things that social workers always 'have the goal of securing or retaining social justice as the primary motivation for their advocacy (Lombard, 2008). Social workers' responsibility and role with regard to removing the social, political, economic and cultural structural determinants of poverty and inequalities should be demonstrated in their strategies, actions and achievements in addressing injustices, marginalisation and social exclusion. It includes speaking out on injustice, advocating for human and socio-economic rights, and ensuring that the voices of the marginalised and poor are heard and respected. Social workers should challenge the structural sources of poverty, inequality, oppression, discrimination and exclusion, irrespective of the intervention level – individuals, groups, communities or organisations. Causes of poverty are structural and social workers should practise with an 'eye to the structural (social, political, economic and cultural) determinants of inequalities' (Lombard, 2008).

Social workers' role is to work towards institutional capacity of NGOs and social developments agencies; and the government's duty is to plan, implement, monitor and evaluate service delivery outcomes. In direct practice, social workers are in contact with people who are poor and vulnerable. Social workers then focus on the right to adequate income, income security and standard of living; the right to adequate

shelter and housing; the right to an adequate standard of health care; the right to education and the right to meaningful work through collaborative work with NGOs. With regard to organisations, the focus is on management roles and organisational development by helping organisations to provide more effective social services (Lombard, 2008).

Another critical level of social work intervention revolves around getting commitment from government in respect of the public expenditure in a context of declining resources and a lack of infrastructure for welfare structure. Social workers should therefore be politically active in finding ways to effect policy change so that adequate levels of social provision can be made to people who need it (Ife, 2012). The investment of resources for social development requires brokering combined with wider advocacy for social justice especially when community members face entrenched inequalities in resources and power or when they are exploited or discriminated against. Policy analysis, advocacy and research are crucial social work roles.

Developmental social workers focus on poverty alleviation and work towards social inclusion, bringing marginalised groups into society's mainstream. Developmental social work is a type of social work that affirms the profession's commitment to poverty alleviation and social inclusion, recognises the link between social and economic development, and construes welfare as an investment in human capital rather than a drain on limited resources. It is a type of social work which diverges from the residual, service-oriented approach directed at special categories of people in need to strengths-based, respectful people-centred approaches, such as those outlined above, which place people in local communities at the centre of development. In a sense, developmental social work shares ecosystems thinking about holistic interventions at different levels of activity, individual, family, group, community, policy, local, and global.

The political nature of social work derives from the activities in which social workers engage to remove social injustice (Gray, Collett van Rooyen, Rennie and Gaha, 2002). Understanding how social workers can and do participate in politics is pivotal to the pursuit of human rights and social justice. Underlying the political activities of

social workers is their motivation to right some wrong, to improve some policy, or to change some practice. One important dimension of social workers' political activity is usually referred to as the 'policy dimension' of social work practice where social workers implement, analyse, comment on, influence, and generally work towards making policies just and meaningful. Policy is usually the vehicle through which clients are given access to services and resources, as well as protection from harm. Thus, social workers' pursuit of social justice, by its very nature, gives their work a political dimension. Social workers engage in political activities as lobbyists, campaigners, advocates, voters, persuaders, collaborators, communicators, activists, witnesses, and individualists (Domanski, 1998). Thus, one way in which social workers engage in social development is through their political activities aimed at securing social justice and human rights for their clients and communities.

Consultation is a facilitative, empowering process which is consistent with social work's changing role in society and its professional image and status (Stevens, in Gray, 1998a). Many social workers work in organisations where they are ideally placed to consult with people at all levels to further the aims of developmental social work whether this consultation be at an international, national, regional, or local level. The fundamental difference to these extreme levels of consultation spectrum is that at the international level, the social worker needs to operate as an expert while at the local level, the social worker needs to pay full attention to the experience and knowledge of participants who best know their own capacities and strengths. Developmental social workers do casework while social development forces social workers to use integrated practice methods and therein lies its greatest value (Sturgeon, in Gray, 1998a). For developmental social work to flourish, it requires a harmonious social and political environment which provides institutional support through its social policies and development programmes. Developmental social work differs in its focus and application rather than in its theory or methodology and social work's philosophy is entirely consistent with that of social development (Gray, 1998). Thus, casework remains important. Work on the individual and family level occurs alongside group and community development interventions, organisational

development and policy change. In this sense, development social work is a variant of the ecosystem's perspective where community development rather than casework predominates.

Partnerships imply mutuality, exchange, sharing, and dialogue as the means through which people learn from one another how best to tackle local challenges. Social workers have the skills necessary for partnership building and engaging and networking with people at all levels. They are familiar with the relationship between the government and non-government sectors in social service provision and recognise the key role of the community, especially in community development. Partnerships provide space for creative practice (Ife, 2001). Like assets-based community development, partnership building is a strengths-based approach which involves identifying, locating and building on the assets, strengths, capacities, and skills already existing in a given situation. Partnerships imply mutuality, exchange, sharing, and dialogue as the means through which people learn from one another how best to tackle local challenges. Social workers have the skills necessary for partnership building and engaging and networking with people at all levels. They are familiar with the relationship between the government and non-government sectors in social service provision and recognise the key role of the community, especially in community development. However, the trimming of government services, economic rationalism or the shrinking welfare state has led to increased interest in the role of business or the corporate and economic sectors as partners with government and community in social development. Termed the social economy or 'Third Way' (Giddens, 2000), there is recognition that social service provision and community development rest largely on the development of partnerships between these key sectors. As stated by Ife (2001), before wide-scale, sustainable social development can be achieved, there is a need to strengthen the civil service, to build civil society and to engage the private business sector in a tripartite socio-economic development partnership.

Monitoring and evaluation is another important role of social workers where there has to be agreed indicators so as to measure and track changes over time. This monitoring also enables for concrete work to be made to assist in the whole developmental thrust. There is need to create platforms from where social workers can engage in

planning, monitoring and evaluation processes impacting on social development. To have their voice heard, it is critical that social workers negotiate for representation on national and regional structures (Lombard and Warier 2008).

Developmental social work curriculum needs to focus on the strengths perspective and within it, assets-based community development, social entrepreneurship, partnership development, participatory action research, and an inductive approach to policy practice. It also needs to provide a sound overview of policy shifts giving rise to changes within welfare that are forcing social workers to re-evaluate their practice. Incisive critical debate is needed as to social work's emancipatory values and whether or not they match its practice. Kaseke (2017) shares the same sentiments, by affirming that inappropriate training of social service professionals is one of the factors undermining the successful implementation of social development. There is need for ongoing dialogue between social work practitioners and academics in order for social work institutions to respond to gaps in knowledge and skills effectively. It is therefore critical for social workers to demonstrate that they have the competence to deliver developmental social welfare services.

For social workers to be able to partake effectively in developmental social welfare, their initiatives should be supported by a political mandate and directed by a specific social welfare policy embedded in a developmental approach. This political mandate must be drawn from broad national policies and legislation as well as specific legislation regulating the profession. The impact of the social work profession on social development should be visible to policy makers.

Conclusion

This paper examined the traditional models of development by exposing their lack of attention to human rights and inadvertently contributing to human rights violations. These traditional models undermine human rights such as gender equality, right to education, shelter and others in the development process. On the other hand, social development model tries to address the promotion of human rights at global level thereby supporting observing of human rights in the development process.

References

- African Charter on Human and People's Rights*, 1981
- Androff, D. (2006). The problem of contemporary slavery: An international human rights challenge for social work. *International Social Work*, 54(2), 209-222.
- Baines, D. & Midgley, J. (2007). *Development, social development, and human rights*. In Reichert, E. (Ed.), (2007). *Challenges in human rights: A social work perspective*. New York, NY: Columbia University Press.
- Baines, D. (2006). *Doing anti-oppressive practice: Building transformative politicized social work*. Halifax: Fernwood Publishing.
- Bales, K. (2007). *Ending Slavery: How We Free Today's Slaves*. Berkeley, CA: University of California Press.
- Birnbaum, M. and Auerbach, C. (1994). Group work in graduate social work education: The price of neglect. *Journal of Social Work Education*, 30(3), 325-335.
- Fitzgerald, P., McLennan, A. and Munslow, B. (1997). *Managing sustainable development*. Cape Town: Oxford University Press.
- Ghai (2001). *Human Rights and Social Development: Towards Democratisation and Social Justice*, United Nations Research Institute, London.
- Giddens, A. (2000). *The third way and its critics*. Cambridge: Polity Press.
- Gray, M. (1996a). Towards an understanding of developmental social work. *Social Work Practice*, 1, 9-13. (Reprinted in *Child and Youth Care Journal*, July 1996).
- Gray, M. (1997). *A pragmatic approach to social development: Part I*. *Social Work/Maatskaplike Werk*, 33(3), 210-222.
- Gray, M., Collett van Rooyen, C.A.J., Rennie, G. and Gaha, J. (2002). The political participation of social workers: A comparative study. *International Journal of Social Welfare*.
- Hall, A. and Midgely, J. (2008). *Social Policy for Development*, Sage. London.
- Ife, J. (1988). Social work education for an uncertain future. In Chamberlain, E. (Ed.), *Change and continuity in Australian social work*. Melbourne: Longman Cheshire.
- Irvine, I. (2004), *Conversational competence and social development*, Cambridge, New York.

- Kanyenze, G. (2014). *The Zimbabwe Economy*. Ledriz Crisis Coalition. Harare, Zimbabwe
- Lombard, A. & Twikirize, J. M. (2014). Promoting social and economic equality: Social workers' contribution to social justice and social development in Uganda and South Africa. *International Social Work*, 57(4) 313-325.
- Lombard, A. & Twikirize, J.M. (2014). Promoting social and economic equality: Social workers' contribution to social justice and social development in Uganda and South Africa. *International Social Work*, 57(4) 313-325.
- Midgely J. (1995). *Social Development: The Developmental Perspective in Social Welfare*, SAGE publications.
- Midgely, J Gray, M. (1996). Towards an Understanding of Developmental Social Work. *Journal of Social Development in Africa*, Vol. 11, No 1 pp. 33-42.
- Midgely, J. (2013). *Social development: theory and practice*. London: SAGE Publications Ltd.
- National Health Strategy for Zimbabwe* (2016).
- Royce, E. (2009). *Poverty and Power, The problem of Structural Inequality*. New York, Rowman & Littlefield Publishers, Inc.
- Theron, F. (2008). *The Development Change Agent: A Micro level approach to development*. London: SAGE
- Todaro, M. P and Smith, S. C. (2011). *Economic Development*. Boston: Addison-Wesley.
- Turner, J. F. C. (2015). *Self Help Housing: A Critique*. Alexandrine Press, Mainsell.
- UN (2008). *Human Development Report. Fighting Climate Change: Human Solidarity in Divided World*. http://hdr.undp.org/en/media/HDR-20072008_complete.pdf (27.03.2020).
- UNDP (2005). *Human Rights and Human Development*. Human Development Report. Oxford University Press, New York.
- United Nations. (2006). *Survey of Economic and Social Developments in ESCWA Region*, New York London.
- World Bank. (2010). *Empowering People by Transforming institutions: Social Development in World Bank Operations*. <http://sit-eresources.worldbank.org/intranetsocialdevelopment/resources/sd/Strategy Boardversion +011205 Final. Pdf> (27.03.2020).