

Developmental Social Work: A Derailed Post-Apartheid Development Approach in South Africa

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Abstract—Developmental social welfare implemented through developmental social work is being applauded internationally as an approach that facilitates social development theory and practice. However, twenty-two years into democracy, there are no tangible evidences that the much-desired developmental social welfare approach has assisted the post-apartheid macroeconomic policy frameworks in addressing poverty and inequality, thus, the derailment of the post-apartheid development approach in South Africa. Based on the implementation research theory, and the literature review technique, this paper recognizes social work as a principal role-player in social development. It recommends the redesign and implementation of an effective developmental social welfare approach with specific strategies, programs, activities and sufficient resources aligned to and appropriate in delivering on the promises of the government's macroeconomic policy frameworks. Such approach should be implemented by skilled and dedicated developmental social workers in order to achieve transformation in South Africa.

Keywords—Apartheid, developmental social welfare, developmental social work, inequality, poverty alleviation, social development, South Africa.

I. INTRODUCTION

TO address the negative legacy of apartheid, the South African democratic post-apartheid government adopted developmental social welfare through the White Paper for Social Welfare (WPSW) as its key development approach. The WPSW outlines the commitment of the government to speed-up transformation and change towards a democratic, equitable and just society [11].

This paper argues that implementing a just and equitable social system that meets the basic needs of all South Africans especially the previously marginalized ones remains, to a large extent, conditioned by the alignment between the macroeconomic policy frameworks and the development approach of the government. The brief review of the apartheid socio-economic context confirms the extent of poverty of the majority of the population and the inequality created by the past regime. The Reconstruction and Development Program (RDP), designed to fight poverty and inequality did not achieve its objectives when it was replaced by the Growth, Employment And Redistribution (GEAR). Two hypotheses are critical to this paper. Firstly, the design of the WPSW was

not directly linked to the programs of RDP. Secondly, the WPSW failed to address poverty and inequality because it was not implemented using basic principles of the developmental social welfare approach and practices of the developmental social work system.

The paper analyses the developmental social welfare approach to confirm its failure in South Africa. It however, acknowledges the importance of developmental social work in facilitating social development and suggests that South Africa should focus on establishing a proper developmental social work system to achieve transformation.

II. BRIEF APARTHEID SOCIO-ECONOMIC POLICY CONTEXT

Under apartheid, South Africa was characterized by a socio-economic environment based on racial segregation, minority domination (or white superiority) and consequently inequality between the four main races. The apartheid regime was based on the concept "apartness" (in Afrikaans, the language used by the white ruling minority) or uniqueness of the white race. It was introduced by the National Party after its 1948 electoral victory [14]. Apartheid – a term referring to segregation or discrimination on grounds of race – became the official government policy in 1948. The government passed increasingly repressive laws against black South Africans and created widespread unrest [18]. Apartheid created a highly stratified society whereby the white race dominated all other races (especially the black majority) politically, economically and socially (see Table II).

Socio-economic inequality was particularly marked by affluence in white communities and backwardness of the native reserves and homelands inhabited by blacks [4]. The apartheid government promoted a dual separated development system whereby the minority white population lived in high-income urban areas whereas the majority black population confined in poor areas [4]. The duality of apartheid was further complicated by the parallel interracial inequality, with the best socio-economic facilities being reserved for whites, and the poor facilities reserved for blacks argues the author. The author emphasized that the result of the inequality was: "the two-nation theory: one rich, one poor, one black, one white" [4].

The key pillars of apartheid included:

- **The Population Act of 1950** – It classified South Africans in 4 major race groups: Bantu or Black Africans, Colored or mixed race, White and Asian (Indian and Pakistani) [14].

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- **The Group Areas Act** – It rigidified the racial division of land [18] and established specific residential and business sections in urban areas for each race. Members of other races were banned from accessing, living, owning or operating businesses, or owning land in other races' sections.
- **The Homelands** – Millions of black South Africans were displaced from the land and urban areas to huge townships with urban-like densities in predominantly rural areas designated for Africans [17, p. 2]. These areas were called "bantustans" or "homelands". They were

created on the basis of the 1913 Land Act and covered only 13% of the overall South African territory (see Fig. 1 and Table II).

- **Bantu Education** – The educational system for Africans designed by Verwoerd and made law (Bantu Education Act 47 of 1953) [19]. It placed the government in control of the education of Africans. The financing for the education of blacks was removed from the general budget and linked directly to the low taxes paid by Africans, resulting in far less money spent on educating black children than white ones [19] (see Table II).

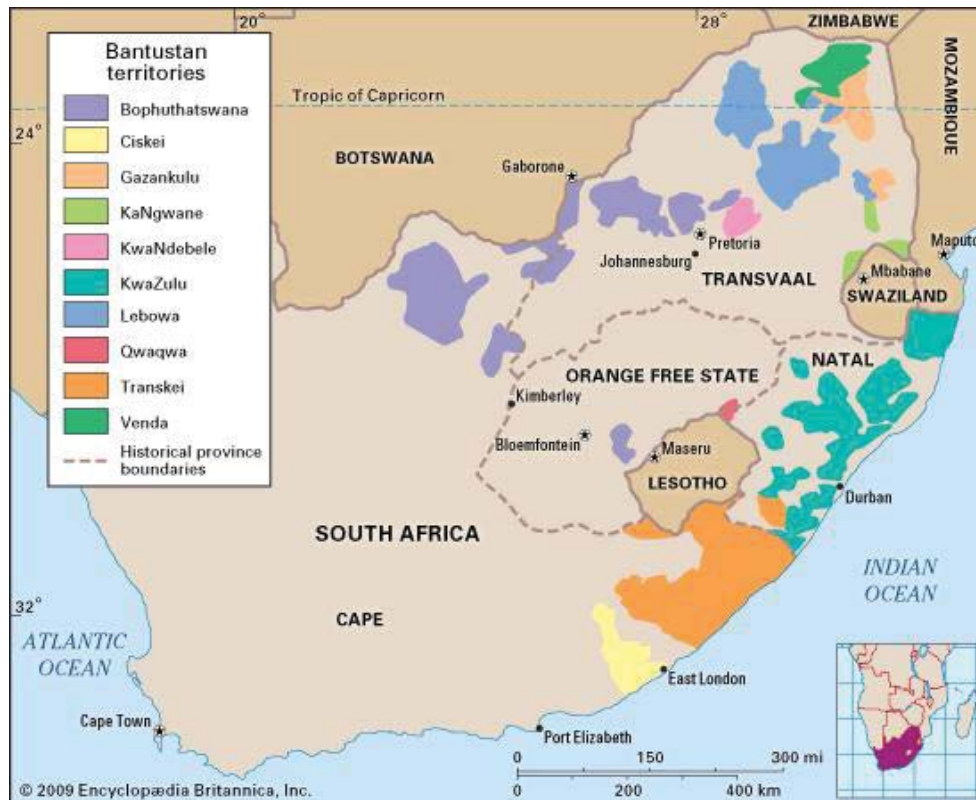


Fig. 1 Administrative Map of the Apartheid South Africa [14]

Racial segregation in the economic sector, the education, health and social welfare systems "left deep scars" of inequality and poverty in South Africa [4]. The majority of the population – the black – lived in abject poverty and had minimal access to basic social and economic services.

Debates within the current government on how to redress the imbalances of the past remain not as easy as one would think considering the consequences of the vicious policies implemented by the apartheid regime. Table I shows how bad the inherited socio-economic environment was at the dawn of democracy. The narrowing of the African/White income gap is the direct consequence of the restricted access of blacks to education during apartheid and consequently, their limited access to skilled jobs and other opportunities [3, p.4].

Table II shows how apartheid's socio-economic policies maintained preferential treatment of whites and discrimination of Africans.

In summary, the apartheid regime created a society divided through a system with unequal development and segregation in the social, economic, political and cultural spheres. Against this brief socio-economic context, it is improper to qualify the apartheid South Africa as a developed economy since the regime favored the minority of the population – the white who enjoyed economic powers and had opportunities and privileges. Redressing the socio-economic environment inherited from apartheid as shown above has been a huge task of the government. Such task consisted of the review of the macroeconomic policy framework and the development approach in line with the Constitution.

TABLE I
A COMPILATION OF ESTIMATES OF ANNUAL PER CAPITA PERSONAL INCOME
BY RACE GROUP IN 1995-RAND AND RELATIVE TO WHITE LEVELS, 1917-1995
[3, p.4]

Year	White	Colored	Asian	African	Average
Per capita income in constant 1995-Rand:					
1917	9 369	2 061	2 075	849	2 829
1924	9 931	1 986	1 931	788	2 966
1936	13 773	2 151	3 185	1 048	3 842
1946	18 820	3 068	4 328	1 671	5 417
1956	21 861	3 698	4 780	1 883	6 123
1959	22 683	3 568	3 876	1 746	6 061
1960	22 389	3 568	3 828	1 815	6 006
1970	32 799	5 684	6 630	2 246	7 986
1975	35 757	6 945	9 095	3 075	9 102
1980	34 655	6 623	8 821	2 931	8 472
1987	32 854	6 862	9 910	2 781	7 643
1993	33 326	6 445	14 006	3 637	8 013
1995	34 689	6 931	16 793	4 678	9 013
Relative per capita personal incomes (% of White level):					
1917	100	22.0	22.1	9.1	30.2
1924	100	20.0	19.4	7.9	29.9
1936	100	15.6	23.1	7.6	27.9
1946	100	16.3	23.0	8.9	28.8
1956	100	16.9	21.9	8.6	28.0
1959	100	15.7	17.1	7.7	26.7
1960	100	15.9	17.1	8.1	26.8
1970	100	17.3	20.2	6.8	24.3
1975	100	19.4	25.4	8.6	25.5
1980	100	19.1	25.5	8.5	24.4
1987	100	20.9	30.2	8.5	23.3
1993	100	19.3	42.0	10.9	24.0
1995	100	20.0	48.4	13.5	26.0

TABLE II
DISPROPORTIONATE TREATMENT CIRCA 1978 [18, p. 3]

Apartheid Social Indicators 1978	Blacks	Whites
Population	19 million	4.5 million
Land Allocation	13 %	87 %
Share of National Income	Below 20%	75 %
Ratio of Average Earnings	1	14
Minimum Taxable Income	360 Rands	750 Rands
Doctors/Population	1/44,000	1/400
Infant Mortality Rates	20% (urban) 40% (rural)	2.7%
Annual expenditure on education/pupil	\$45	\$696
Teacher/pupil ratio	1/60	1/22

III. POST-APARTHEID SOCIO-ECONOMIC POLICY CONTEXT

This paper considers that transforming South Africa from an institutionalized segregated white-dominated state to an equal society has been a huge predicament since the fall of apartheid. The paper briefly reviews the effort of the democratic government through the new Constitution and the macroeconomic policy frameworks (RDP and GEAR) in addressing poverty and inequality. The extent to which developmental social welfare has/or not facilitated the task of the government to deliver its constitutional mandate of

creating a just and equal society through the WPSW is also briefly analyzed by this section.

RDP stated that “no political democracy can survive and flourish if the mass of our people remain in poverty, without land, without tangible prospects for a better life...attacking poverty and deprivation must therefore be the first priority of a democratic government” [5]. This statement was reiterated in the 2011 National Development Plan (NDP) as: “the most current guiding framework for development is anchored by two fundamental objectives, namely the elimination of poverty and the reduction of inequality” [5]. The author argues that the success of the NDP will be measured by the degree to which the lives and opportunities of the poorest South Africans are transformed in a sustainable manner. It is unfortunate to hear such declaration after over twenty years of democracy. Thus, this paper questions the impact of the new Constitution, the macroeconomic policy frameworks and the developmental social welfare approach.

A. The Constitution (Bill of Right)

The Constitution of the Republic of South Africa (Act 108 of 1996) is based on three fundamentals as far as this paper is concerned. Firstly, it recognizes the injustices of the past and respects unity in diversity; secondly, it undertakes to heal the divisions of the past and establish a society based on democratic values, social justice and fundamental human rights; and lastly, it undertakes to facilitate the improvement of the quality of life of all South Africans through equal access to the rights, privileges and benefits, thus guaranteeing socio-economic rights for all. The Bill of Rights (Chapter Two of the Constitution) contains specific provisions on all socio-economic rights of South Africans through democratic values of human dignity, equality and freedom [16]. It guides and informs various pieces of legislation and specific policies and programs on how to deliver on those rights.

B. The RDP

RDP is the first macroeconomic policy framework implemented between 1994 and 1996 by the post-apartheid South African government. It is an integrated, coherent socio-economic policy framework that seeks to mobilize all people and the country's resources toward the final eradication of apartheid and the building of a democratic, non-racial and non-sexist future [6]. According to the African National Congress (ANC), RDP sought to attain socio-economic growth and basic needs delivery, while at the same time addressing the legacy of injustice. It therefore put emphasis on ‘people-centered development’, ‘integrated development’ and ‘sustainable development’ that is democratic and participatory [1]. RDP's commitments and targets for delivery included: (1) Creating 2.5 million jobs over a ten-year period; (2) Building one million houses by the year 2000, (3) Connecting 2.5 million homes to the national electricity grid by 2000; (4) Providing running water and sewerage to one million households; and (5) Distributing 30% of agricultural land to emerging black farmers and (6) Developing a new focus on

primary health care, providing ten years of compulsory free education for all children and many more targets [1].

RDP provided an overarching policy framework for sustainable development, which sought to transform the South African society [4]. However, while the government appeared to have been content with the RDP's broadly humanitarian thrusts, problems began to surface from 1995 when the economy, in particular, was not growing at the envisaged rates [4]. It is correct that, as argues the author, the sluggish performance of the economy in turn impacted negatively on the RDP, with achievements falling behind expectations [4]. The inference of foreign investors and international financial institutions who questioned the welfare orientations of RDP pushed the government to abruptly shift its macroeconomic policy framework. The government released the White Paper on RDP in 1995 reflecting the beginning of a significant shift towards increasingly free-market features which preceded the development of the GEAR the following year [4].

C. The GEAR

GEAR was adopted by the government as its new macroeconomic policy framework in 1996. It was aimed at finding a balance between meeting the basic needs of the people through RDP and, at the same time pursuing market-oriented competitiveness to generate necessary resources to finance those needs. GEAR did not completely depart from RDP but committed the government to accelerating its aspects, albeit with a significant compromise to the neo-liberal policy [4]. Thus, some of the policies initiated in RDP were later incorporated in GEAR. The goals of GEAR were: (1) A competitive fast-growing economy which creates sufficient jobs for all work-seekers; (2) A redistribution of income and opportunities in favor of the poor; (3) A society in which sound health, education and other services are available to all; and (4) An environment in which homes are secure and places of work are productive [8].

Undertaking an impact assessment of RDP and GEAR is not the focus of this paper. However, it is relatively evident to agree that the development challenge facing South Africa is a daunting one [4]. It is also obvious that, "RDP played a pivotal role in ensuring the successful transition from separate development towards a more sustainable development future" [7]. Yet, the legacy of apartheid remains almost intact and much of the gains expected from the adoption of the measures did not materialize to mean that GEAR failed to effectively attain many of its goals [4]. Many observers regard GEAR as a sudden retreat from the redistributive commitments of RDP [17]. The ongoing service delivery protests are part of the worst predicaments the post-apartheid South Africa has had to face [9]. The post-apartheid reforms have not yet achieved the transformation of the service delivery to meet basic needs and redress past imbalances [9]. This failure prompted the design of the 2004 Accelerated and Shared Growth Initiative for South Africa (AsgiSA) as a further macroeconomic policy framework to halve poverty and unemployment by 2014 according to its proponents. Reviewing AsgiSA is outside the scope of this paper.

While the government was battling with addressing poverty and redressing inequality through RDP and later GEAR, it also adopted the WPSW as its central development approach. Developmental social welfare emphasized by the WPSW is therefore worthy of analysis as it was a unique potential strategy for socio-economic change in South Africa.

IV. DEVELOPMENTAL SOCIAL WELFARE/WORK

The brief overview of the South African Constitution and the two macroeconomic policy frameworks justifies the enthusiasm of the post-apartheid government to urgently address poverty and inequality of the past. Although the Constitution is clear about building a just and equal society, the government has struggled to implement efficient policies to materialize its ambition of bringing the majority of the population out of poverty and inequality. It can be argued that a pragmatic model of development whereby there is some consensus about goals but not necessarily about how they should be achieved [10] is what transpired in South Africa. In a pragmatic model of development, consensus revolves around the need to move beyond concern with economic growth to considerations about the quality of that growth [10, p.5]. It is important to consider that South Africa embarked on a developmental social welfare approach without a strong basis on how to facilitate socio economic development and without a proper developmental social work system.

A policy paradigm focusing on the relationship between social and economic development is important. In the context of less developed countries, social development is about what is done by governments and non-governmental organizations to eradicate poverty [10]. The author is perplexed that, despite decades of 'social development', many countries remain poor and undeveloped. This is the reality of the post-apartheid South Africa where the developmental social welfare approach has failed to alleviate poverty and inequality.

A. Social Development Theory

'Social development' is defined as both a descriptive term (measurement of quality of life in any given society) and prescriptive term (refers to social services and resources relating inter alia to health, housing, education, work, and welfare) [10]. The relationship and leverage between social and economic development are critical in maximizing the benefits of both. Social development put people at the center of development to address poverty [12]. In the case of less developed countries social development as concerned about [10]: (1) Responding to poverty – or to eradicate or reduce poverty and (2) Promoting human welfare – by combating poverty through investing in people or developing human capacity and human resources; promoting social, economic, political, environmental sustainability; applying an efficient interventionist state through conducive and enabling socio-economic and political environment; using a multi-sectoral system whereby the complexity of the society is considered; being universal, inclusive and people-centered by promoting social welfare of all or developing human and social capital and involving people in their own development [10].

Knowing what constitutes developmental social welfare has always been a matter of debates, misunderstanding and misinterpretation [11]. For the author, social development is a process of planned social change designed to promote people's welfare in conjunction with a comprehensive process of economic development. The author highlights that social development has been incorrectly and interchangeably used with the term developmental social welfare. Social development seeks to link the social services to economic development in a dynamic way. It is therefore important to explore the concept "developmental social welfare".

B. Developmental Social Welfare in South Africa

South Africa is one of the few countries that embraced a developmental social welfare approach; and developmental social work is viewed as not detachable from the dynamic of development considering the scourge of poverty and other growing social development issues experienced globally including in South Africa [11], [2].

The developmental social welfare approach was introduced in South Africa through the WPSW. The proponents of the WPSW argue that developmental social welfare harmonizes social and economic policies in response to the 1995 United Nations World Summit's Declaration of Social Development. The WPSW examines the evolving developmental social work theory and practice in South Africa.

The WPSW is based on the principle that: "*South Africans are called upon to participate in the development of an equitable, people-centered, democratic and appropriate social welfare system. The goal of developmental social welfare is a humane, peaceful, just and caring society which will uphold welfare rights, facilitate the meeting of basic human needs, release people's creative energies, help them achieve their aspirations, build human capacity and self-reliance, and participate fully in all spheres of social, economic and political life*" (Preamble of WPSW) [15].

The WPSW was considered as the social partner closest to the marginalized and poor and a direct translation of the post-apartheid Constitution with regards to the Bill of Rights and the RDP policy as the integration of social and economic development as a key task of the new government [11]. However, the author regrets that this task was scaled down when the government adopted the neoliberal-capitalist GEAR policy in 1996.

The developmental social welfare approach redefines social welfare as a role player in social development based on the following five key themes [11]: (1) The rights-based approach, meaning to focus on the right to development and to access an income as a mean to bridge gaps between the rich and the poor; (2) The inter-relations between social and economic development; (3) Democracy and participation in development; (4) Social welfare pluralism (role of the state and civil society in social development); and (5) Reconciling the micro-macro divide in developmental social welfare theory and practice. It is however difficult to find proof of proper implementation of the key themes through social workers in South Africa. Developmental social welfare through the

WPSW has been a theory rather than a successful practice in South Africa. The analysis of the concept through the literature provides a practical understanding on how it can be applied.

C. Developmental Social Work Practice in South Africa

Social work can respond to the challenge of social development by evolving a form of social work practice termed developmental social work because social workers have the knowledge, skills and value framework needed to take on this challenge [10, p. 8]. For the author, the major stumbling block is whether or not social workers consider development as a valid form of practice and context of social work activity. This paper considers that the South African post-apartheid government lost the focus on the role to be played by social workers to address social issues and at the same time collaborate in the economic dimension of development. It is evident that the success of developmental social work depends on the contribution of its agents referred to as "Developmental Social Workers" (DSWs) [10]. This critical concept was overlooked by the South African government when it adopted the developmental social welfare approach. Such omission set the shift towards developmental social welfare for a predictable failure.

The review of the WPSW shows that developmental social welfare comprises a range of social services such as alcohol and drug abuse, children, child protection and families [11]. On the implementation of the WPSW, the author argues that skills shortage undermined social work's capacity to deliver on socio-economic development goals. The delivery of the WPSW on its international, regional and national mandate to address the structural causes of poverty and inequality is also part of the tardy progress in implementing the WPSW [11]. Thus, this paper suggests the revision of the way the social development approach is implemented through the WPSW in South Africa. It underlines prioritizing and realigning developmental social work practice in order to maximize its important role in transforming South Africa.

V. RECOMMENDATIONS: TOWARDS AN EFFECTIVE DEVELOPMENTAL SOCIAL WORK IN SOUTH AFRICA

The developmental social welfare approach and practically the developmental social work system as promoted by the WPSW have not succeeded in addressing poverty and inequality in the post-apartheid South Africa. This paper considers two critical reasons for such failures. Firstly, the macroeconomic policy frameworks developed to realize the constitutional mandate of the government proved unsuccessful. RDP, a social welfare-oriented policy framework developed in 1994 was abruptly replaced by the market-oriented GEAR that also proved not successful. In the meantime, the developmental social welfare approach promoted through the WPSW did not directly speak to the macroeconomic policy frameworks. The second critical reason is the absence of a proper developmental social work system to facilitate its implementation.

The developmental social welfare approach is appropriate

to address poverty and redress inequality. However, its practical implementation was not meticulously developed and implemented. The WPSW is necessary in promoting developmental social work; placing social work as a key role player in social development and valuing the commitment of the social work profession to social justice and human rights and to eradicate poverty and inequality [13]. Theoretically, the idea behind the WPSW to reshape the developmental social welfare approach and provide clarity on social developmental is noble and acknowledged [11]. Yet, practically, more work needs to be done.

This paper proposes two key thoughts based on the review of the implementation of the WPSW [11] and the practice of developmental social work [10].

Firstly, the suggestions on the review of the implementation of the WPSW are still valid as follow [11]:

- (1) Social workers or DSWs and other developmental social work professionals should understand the socio-economic and political context in which they operate if they wish to address poverty and inequality. For this reason, they should be effective agents of change who understand the macroeconomic policy frameworks of the government and their socio-economic policies, strategies and programs to alleviate poverty and promote equality. They should be able to align their developmental social work actions with those socio-economic policies, strategies and programs.
- (2) DSWs should challenge the structural sources of poverty, inequality, oppression, discrimination and exclusion irrespective of the interventions. This means that they should be able to understand the context of all social and economic ills that trap people in poverty and inequality and be capable of designing appropriate corrective actions by involving those concerned.
- (3) The social welfare sector (now developmental social welfare sector [10]) should take positive action in claiming its position to deliver on both social and economic goals. For this reason, clear social and economic programs with specific, measurable, achievable, realistic and time-bound (SMART) indicators should be designed, implemented, monitored and evaluated to effect positive transformation responding to the government's macroeconomic policy frameworks.
- (4) There is a crucial need for a human resource strategy in the social welfare sector. Such human resource strategy should consider both the social and economic sectors equally.
- (5) Coordination and training are important. Appropriate training and dedication of DSWs the implementation of the programs and activities to address poverty and inequality should be prioritized. Adequate resources should be allocated for the implementation of the programs and activities and the working conditions of the DSWs should be perfected to facilitate their commitment to providing goods and services.

The second set of recommendations is based on the work of Gray and focuses on developing and implementing a

developmental social work system through skilled and dedicated DSWs [10]. The author understands developmental social work as a *'strengths' praxis for social development*. She provides eleven important characteristics and/or tasks of developmental social work or workers and emphasizes ongoing training [10, p.9-14].

- (1) DSWs should focus on poverty alleviation and social inclusion. This means that they should focus on bringing marginalized groups into the society's mainstream. This is important for DSWs in South Africa who deal mostly with the majority of previously disadvantaged poor black people. They should empower the previously marginalized to take control of their own lives and contribute to their own individual development.
- (2) DSWs should operate from a strengths perspective. They should maximize the strengths of the people they provide goods and services to. For the author, the strengths perspective focuses on human resourcefulness, passion, energy, intelligence, imagination, curiosity, and creativity [10, p.9]. This means that DSWs should focus on creating an environment conducive to human growth and fulfilment rather than working from a deficit or pathology perspective.
- (3) DSWs should use the assets-based community development (ABCD) approach. ABCD is a strengths-based approach. It prioritizes the active involvement of the community, making the developmental social worker a facilitator and helper in community development.
- (4) Developmental social work should imply political participation. This means that DSWs should participate in the politics in order to defend the human and social rights of the community and its individual concerned members. In South Africa, developmental social welfare is all about providing for the human and socio-economic rights of the all especially the previously disadvantaged citizens in addressing poverty and inequality. DSWs should therefore be agents of change who review policies, lobby, advocate and collaborate to persuade politicians and policy makers and implementers to provide for the human and socio-economic rights of the people.
- (5) DSWs should use an inductive approach to policy analysis and development. This means that they should be people-oriented and apply the bottom-up strategy. They should facilitate the participation of the communities in the policy formulation and implementation as much as possible and make sure that policies implemented are not imposed from the top but transpiring from the grass-root.
- (6) Developmental social work should involve consultation. DSWs should facilitate and promote consultations with the people they serve. Consultations should be initiated at all level and the knowledge, expertise and experience of the community should be utilized where and when possible.
- (7) DSWs should do casework. For developmental social work to flourish, it requires a harmonious social and political environment which provides institutional support through its social policies and development programs.

[10, p.11]. The author emphasizes the important of casework alongside working with families, groups and communities for other development interventions.

- (8) DSWs should use facilitative group work models. Group work is important in providing goods and services to people. Developmental social work should be delivered through different types of groups to facilitate the direct involvement of all or most people and maximize the use of their knowledge, expertise, experience and resources.
- (9) DSWs are social entrepreneurs. The importance of entrepreneurship to complement the efforts of the government and non-governmental organizations providing goods and services to people is capital. Entrepreneurship should also be used to teach people skills for self-reliance and responsibility.
- (10) Developmental social work should involve a partnership development approach. DSWs should be able to identify, build and sustain partnerships that will facilitate the delivery of goods and services to people. Partnerships imply mutuality, exchange, sharing, and dialogue as the means through which people learn from one another how best to tackle local challenges [10].
- (11) DSWs should prefer participatory action research approaches. Being trained and skilled experts, DSWs should prioritize research as an important way of seeking and reaching solutions to problems faced by people or communities especially for developmental social work practice. The skills and expertise of the DSWs should be put in profit to facilitate how they tackle developmental social problems in the communities where they operate.
- (12) Developmental social work training is indispensable. Developmental social work relies on the skills and expertise as well as experience of DSWs. It is essential to produce critically reflective practitioners who are able to think on their feet and to apply their knowledge and skills to a wide variety of contexts [10, p.14]. Developmental social work practice is more than an intellectual process as it relies on relationship, imagination, creativity, and artistry in the belief that learning must be an exciting, stimulating process, a process of discovery rather than only the digestion of existing knowledge [10, p.14]. It is therefore critical to teach prospective DSWs how to understand that the process of knowledge building is never complete, that they are not mere recipients of knowledge but also actors in the process of generating and applying knowledge. They should therefore be agents of their post-training to improve their expertise and learn from their experience to improve the way they understand issues or problems and formulate appropriate processes for finding solutions. Training should therefore be perpetual and experience should enrich such training process. DSWs should be responsible, willing and ready to always learn.

VI. CONCLUSION

Addressing poverty and redressing the inequality of apartheid has been a predicament of the South African

democratic government for over two decades. The motivation of the post-apartheid government to transform the society manifested through its macroeconomic policy frameworks and development approach has unfortunately proven unsuccessful and discouraging. The researcher argues that the failure of the developmental social welfare adopted through the WPSW is attributed to various reasons of which two attracted the attention of the research. Firstly, the choice of the first macroeconomic policy framework and the developmental social welfare approach is to be commended yet the disconnection between the two obstructed the possibility of addressing poverty and redressing inequality. The second reason is that, although developmental social welfare was key to facilitate social development, the developmental social work system that depends on skilled and dedicated DSWs was omitted if not neglected by the government. Adopting the development social welfare approach and expecting social workers to turn into developmental social workers overnight was a dire mistake of the post-apartheid democratic South African government.

This research agrees that the WPSW is a great policy, yet its implementation needs to be strengthened. The researcher suggests the review of the implementation of developmental social welfare approach through a structured developmental social work system. It is therefore critical for the policy makers to consider additional research on how best to implement the two sets of recommendations provided in this paper.

Initiating further studies on best practices of developmental social welfare elsewhere and the possibility of adaptation for replication in South Africa is therefore necessary. The results of such studies will inform the practice of developmental social work in South Africa. Once the developmental social work system is established, governmental, non-governmental and private providers of social, financial and economic services and infrastructures; the academic and research community; the international community; the civil society; politicians and South Africans in general should support and contribute to the efforts of DSWs and other development agents to reach satisfaction in measuring the degree to which the services and infrastructures provided as well as the opportunities afforded to poorest South Africans transform their lives in a positive and sustainable way. It is only then that South Africans can be sure and proud of embarking on a real socio-economic transformation process leading to prosperity and equality.

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