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Social Work Practice and Industrial Economy in Tanzania: Where Is a Link? A Case of the Institute of Social Work, Dar Es Salaam, Tanzania

William Manyama

Assistant Lecturer, Institute of Social Work, Dar es Salaam, Tanzania

Richard Haule

Tutorial Assistant, Institute of Social Work, Dar es Salaam, Tanzania

Abigail Kiwelu

Tutorial Assistant, Institute of Social Work, Dar es Salaam, Tanzania

Abstract:

The role of social work in transforming the lives of individuals, groups and communities towards a better living and generally contributing to national development is beyond doubt. Historical evidence shows that social work from its inception was, on one hand, responsive to the challenges brought about by industrial revolution and on the other hand positively contributing to industrialization process in developed countries. It is against this background that this study examines the linkage between social work and industrial economy in Tanzania. The study findings indicate that social work profession has a huge contribution during and after the industrialization process in Tanzania. The contribution of social work is apparent and embedded in different methods of social work namely: case work, group work, community work, social policy, research and social administration. This study recommends that social workers have to innovatively and actively participate during and after the industrialization process so as to realize the national development focus. Second, the government has to support the profession because of its elevated position in dealing with peoples' everyday lives if industrial economy strategies/initiatives have to be implemented.

Keywords: social welfare services, state, social work

1. Introduction

Social work is a practice-based profession and an academic discipline that promotes social change and development, social capital, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indigenous knowledge, social work engages people and structures to address life challenges and enhance wellbeing (IFSW, 2000).

The main goal of social work is to guide the vulnerable populations into a successful life, through the provision of welfare services. It is based on ethics, values, entrenched in scientific knowledge and skills in human relations, development and behavior, as well as social, economic and cultural dimensions of human life (Sheafor and Horejsi, 2008). As change agents, social workers work in a variety of institutional and community settings. These include, but are not limited to: hospitals/health centers, where social workers work with patients and their families to address issues related to welfare entitlements i.e., waiver, exception; in correctional institutions, where their role can include probation services, providing reports to the court and supporting offenders through counseling, advocacy, and referral to other support services; in family welfare services, working with children and their families in different settings including family centers and child welfare and protection services; in agencies for physically and mentally handicapped, working with service-users and their families; in disability services, working to support the needs of disabled people; and in fostering and adoption, providing support to children in care.

Social workers also work in local authorities, government departments and non-governmental organizations (Mabeyo, Ndung'u, & Riedl, 2014; Rwomire & Raditlhokwa, 1996). In recent years, social workers have been closely engaged in community projects, working with people to address issues of common concern. In community work projects, social workers work collectively with the local communities, using multidisciplinary approaches, in their endeavor to findings solutions to their problems (Midgley, 2010).¹

¹<https://www.ucc.ie/en/msw/whatisocialworkandwheredosocialworkerswork/>

Different views exist on the relationship between social work profession and the industrialization process. The first argument is that social work started in the 19th Century, in the western countries particularly in the UK and the USA, in response to the challenges brought about by industrial revolution, which resulted into mass poverty and other vulnerabilities (Douglas 1996; Midgley, 1997; Morris 1976; Rodney 2000; Howard 1999; Rwomire, & Raditlhokwa 1996). Rwomire (2011) argues that the industrialization and urbanization processes taking place in the Global South (including Tanzania) exert great challenges for social work in the same way as they have done in the Global North.

The major impacts of these processes for the less developed countries, which are almost the same as those that have taken place in the developed world over the past two centuries, include rural-urban drift, disintegration of the role of the family, unplanned parenthood, individualism, increased crime and delinquency, physical and mental disability, slums, unemployment, inadequate social services, and sexual immorality. Therefore, social work is needed to minimize the strains and stresses associated with these social problems and to provide programmes of social improvement which will prevent individual maladjustments and social disruptions. Social workers can contribute to the formulation of social policies and programmes which, if properly conceived and implemented, will enhance economic development.

The other argument is that social work and industrial revolution started together. In deed as contended by Collier (2006), social work is one of the institutions that helped to uphold and move forward the industrialization process and social order in the developed countries. This is proven by its powers to enter the mainstream of professional helping and to carve out a terrain for its actions and theories. The Scandinavian countries' industrialization process is linked to the second argument. This is because the Scandinavian countries initiatives to build the industrial economy went hand in hand with the introduction of social work profession (Kuhnle 1991). Norway for example, started building the welfare state and transforming the industrial sector concurrently, from the 1950s (Hildeng 2001; Kuhnle 1991). In other words, the introduction of social work profession among the Scandinavian countries was part of the industrialization strategies.

The foregoing indicates that since its inception, the role of social work profession has been twofold: first, as a fore profession in addressing negative impacts of industrialization process and second as a profession that has positive impacts on the industrialization process. SACSSP (2016)² argues that social work as a service to mankind is a flexible and dynamic profession that strives to respond to emerging/current trends and developments in the society.

Since its coming into power on 5th November, 2015; the fifth phase Government has put more efforts in nurturing industry sector within the motto of "Hapa Kazi Tu" (MoF, 2016). Investment in harnessing Tanzania's natural endowment has been seen as a driving force for sustainable transformation of the country. It is within this spirit of priority that every individual, groups and community members at large think, make decision and take action in line with nurturing industrial economy in Tanzania.

The major focus of the fifth phase Government of Tanzania is to foster economic transformation and development to achieve an industrialized society (*ibid*). To reach the goal, the country has rapidly started implementing development visions and plans with the aim of economically empowering Tanzanians so that they own, run and benefit from their economy and achieve vision 2025. Among of the visions include Tanzania Development Vision 2025, which came in place in 1997 to replace the ideologies of the Arusha Declaration (URT, 2000).

The vision is further implemented by five-year plans and various national strategies for poverty reduction. To make industrialization process viable, the Industrialization Policy has been the major part of The Second Five Year Development Plan (FYDP II), which has been developed by merging the First Five Year Development Plan (FYDP I) of 2011/2012-2015/2016 and the Second National Strategy for Reduction of Poverty (NSRP II) of 2010/2011-2015/2016 (MoF, 2016; OECD, 2013). The rationale for integrating the two frameworks was to improve efficiency and effectiveness in implementation of social economic programs through organizing and rationalizing resources under one framework. The policy also is linked to Tanzania's Development Vision 2025 which focuses on transforming Tanzania into a Semi-industrialized, middle income country by the year, 2025. The theme of FYDP II is 'Nurturing Industrialization for Economic Growth and Human Development' which is alongside with the priority of the fifth Tanzania government where by nurturing industrialization has been declared a top government priority by President Dr. John Pombe Joseph Magufuli. In the paragraphs that follow, we state the problem.

Initiatives to engage Tanzanians in building the industrial economy in Tanzania have been apparent since 2015, by the 5th phase Government. In realizing this, individuals, groups and communities have been called upon to actively participating and responding to the national focus on building industrial economy. In addition to this, various policies and strategies have been devised so as to enable Tanzanians implement this national focus smoothly. However, there is little research done on the role of social work in the industrialization process in Tanzania, which precludes us from having a systematic understanding on how social work as a profession can directly and indirectly contribute to the Tanzania's industrialization process.

This study is significant because it adds knowledge on how professionals including social workers can engage in empowering individuals; groups and communities participate in industrialization process. This study is built into the following question: How can professionals in their areas of competences connect their professionalism to facilitate the fulfillment of the national focus on building industrial economy? Thus, this paper intends to show the place of social work profession in the process of nurturing industrialization in Tanzania.

²<https://www.sacssp.co.za/Professionals/download/12>

2. Conceptual Framework

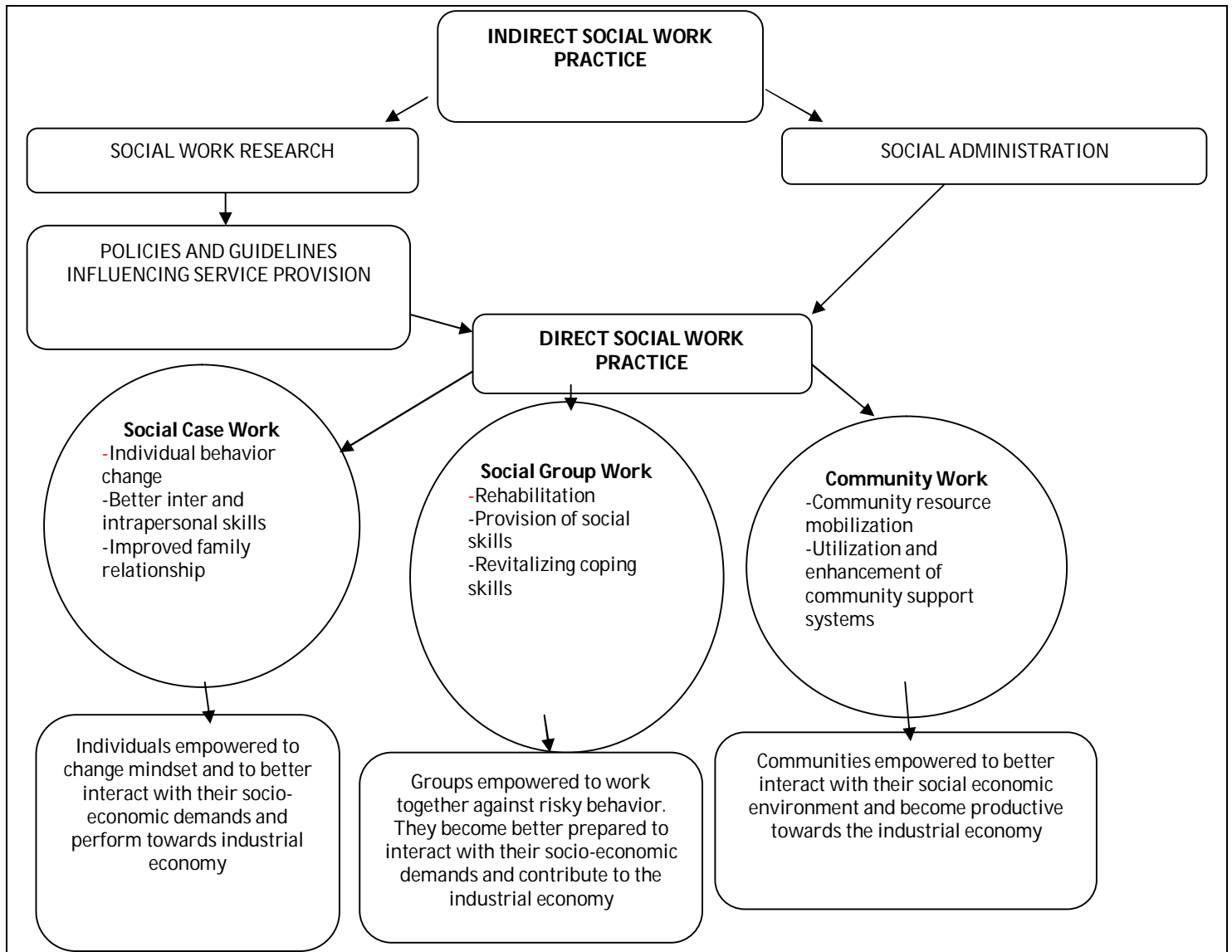


Figure 1

Source: Authors conceptualization

2.1. Explanation of the Concepts Used

Social Work practice is divided into two; direct and indirect practice. The first referring to all services whose provision to a client (individual, group or community) requires physical presence and direct contact between the professional and the client. Indirect Social work practice unlike direct practice, involves activities that social workers do and consequently have an indirect influence on services to the client. For instance, Social workers in decision making or administrative positions, whatever they do, can have an influence in guidelines for service provision; which at the end of the day impact the clients' lives. In explaining how the two fits into the journey towards industrialization, indirect social work practice has been represented by two of its common components; research and social administration. Direct social work practice, by Case Work, Group Work and Community work.

Social Administration: Social Workers in administration have the opportunity to make decisions or influence decisions made for their clients' sake. In social administration, social workers eye the systems, projects and programs that have either a direct or indirect impact on the wellbeing of vulnerable populations. For example, in budgeting for annual activities, a social worker in this position has to be keen on activities that will affect the wellbeing of women, children, people with disabilities, people living with HIV and others. Good plans for service provision and implementation will indirectly empower individuals, groups and communities to engage in small and middle scale income generating activities, including actively participating in industrialization.

Social Work Research: Evidence based practice yields evidence based solutions. Engagement in social work research provides social workers an opportunity to assess on service provision, social problems and clients' experiences. Social work research enlightens on gaps found in policies and guidelines of service provision and proposes feasible way forward on addressing client matters at different levels. Therefore, well conducted social work research positively influence provision of services to social work clients.

Social Case Work: A method in Social Work practice aiming at assisting individuals and families that are in one way or another, encountering challenging situations. Intervention through social casework method yields the results shown above, including Individual behavior change, better inter and intrapersonal skills, Improved family relationship and personal empowerment. With such improvement at that personal level then one can be assured of having socio-emotionally healthy individuals who will be in the position of making important contributions to the industrial economy. In a situation where for instance an employee from a certain industry was struggling with his/her child who was refusing to attend school. When this matter is sorted through family therapy and case management and the child attends school well, consequently the parent's performance will shoot higher. This can also allow room for innovativeness amongst industry employees.

Social group work: another method in social work practice which unlike case work, it aims at assisting small groups, especially those of vulnerable persons (such as the elderly, youth, PLHIVs, PWDs, women). Groups (either treatment or task groups) (Hepworth *et al*, 2010) do have a common issue to address. Addressing group problems or in helping them meet their goals, social group work results to Rehabilitation, Provision of social skills, Revitalizing coping skills and Improving Self-awareness amongst others. For example, in youth groups, when a group member is assisted to successfully quit from addiction, then he can potentially engage well in industrial economy be directly or indirectly.

Community work also known as community development addresses community's developmental concerns. It is significantly related to developing projects and managing programs for the community's advantage. Through this method, a social worker is able to (in collaboration with other professionals) design and manage social programs that are inclusive. In other words, with this method a program becomes beneficial to all community members (because social workers are sensitive to the inclusion of persons that are normally forgotten in most programs). Programs that can succeed in taking children away from the streets, preventing youth from illicit drug use, early pregnancy, preventing HIV infection and others of the like can catalyze the ability of community members to think constructively towards industrial economy.

3. Methods and Materials

This study adopted a descriptive qualitative research design to get detailed information on the link between social work and in industrialization process in Tanzania. The population of this study involved the community of the Institute of social work which included; social work instructors and students. Non-probability sampling procedure and purposive sampling techniques were employed in this study. In this study, 15 participants were involved in both In-depth interviews and FGDs. Further, thematic data analysis was adopted as a strategy for analyzing data. Research clearance/permit was sought from the Institute of Social Work. While undertaking this study, the following ethical principles were observed: informants' right to informed consent, avoiding psychological torture and to clearly inform the participants that the information required is for generation of knowledge which can contribute to bettering social work professions role in the country.

3.1. The Findings

This section presents and discusses the findings of this study. The study found that there is a very important link between social work and the industrialization process in Tanzania. Since the informants' views were basically reflecting the contribution of each method of social work namely: social administration, social work research, case work, group work and community work, themes that emerged were discussed under these three methods. The themes consist of human capital development, enhancement of peace and tranquility, enhancement of purchasing power, coordination of groups and communities and policy formulation. Further, the findings show that the role of social work in industrialization in Tanzania is evident during and after the industrialization process in Tanzania.

3.2. Development of Human Capital

According to the informants, social work is primarily responsible for enhancing the wellbeing of people. For industrial economy to flourish, it needs human resource for supply of adequate and skilled labor force. Throughout the findings, it was consistently pointed out that an industrial society requires educated and healthier work force. Thus, providing essential service like health, education, counseling programme and social security to the Tanzanian population are inevitable requirements for the sound industrial performance as illustrated in the following quotes:

Industrial economy is achieved through the provision of welfare services such as health, education, that intend to make individuals and communities more productive in the industrial economy. Inadequacy of social welfare services hamper individuals or communities to actively and creatively participating in industrial economy (Male social work educator, ISW)

Social work is important in achieving industrial economy because of dealing with the people's wellbeing which among other includes the provision of services like health, education enhances human capital which in turn makes the vulnerable population more productive to participate in the industrial economy.... (Female social work student, ISW)

Social work can support industrial economy because it makes social interactions possible, improve living conditions through welfare services like education, health and other welfare programmes... (Male social work educator, ISW)

...industrial economy depends so much on raw materials. So, it is very important to have a good workforce in many sectors like agriculture which can support the industrial sectors. I believe that if social workers assist individuals, groups and communities at large to realize their potentials where they are, it can be possible to realize industrial revolution... (Female social work student, ISW)

Other informants talked about the role of social work in transforming the lives of individuals who are physically and mentally impaired. The informants argued that for industrial economy to succeed, different segments of the populations including those who are physically and mentally impaired have to be engaged.

Physically and mentally retarded individuals have always been left out in the production process. These are part and parcel of the development programmes (Male social work educator, ISW)

In connection with human capital development, other informants talked about the need to empower women whose potential contribution in the country has been left out. Different informants contended that women have a huge amount of potentials and constitute the large workforce in both the production activities and consumption of industrial product. Social work profession was mentioned by the informants as professional activity that can bring big impact to the lives of women and eventually contribute in the industrial economy.

Social work has a stake in women empowerment... this profession can be used to assist women as a marginalized and sometimes oppressed group to partake in the industrial sector. This can be done by educating the communities and launching programmes that aim at eliminating gender inequalities (Male social work educator, ISW)

Gender-based violent is still a big problem in Tanzania and if Tanzania wants to industrialize, it has to address this problem. Social workers can contribute a lot in ensuring that potentials embedded in oppressed and marginalized women are brought forth and utilized for the industrial sector (Female social work educator, ISW)

Women are an idle workforce. They have to be empowered so as to contribute to the industrial economy. These people have been subjected to gender-based violence which if the situation continues uncurbed their contribution in the industrial sector will remain marginal. If empowered properly, they can engage themselves in small scale manufacturing industries (Male social work educator, ISW)

The foregoing quotes illustrate the contemporary relevance of social work profession in Tanzania. The quotes show that if properly used, social work can prepare individuals, groups and communities in general to enter into industrial sector. The quotes further depict that sustainable industrial sector can only be achieved through investing in human capital. The findings also show that it is critically important to bring all segments of the population into the circle of industrial economy. This is because each group informs a certain aspect of industrial economy. Indeed, as it was pointed women constitutes a big number of the Tanzanian population. However, their contribution in the economy is still marginal and underutilized. So, social work profession can be used to change dysfunctional mindset and behaviors (Hepworth, 2010) by providing education and raising awareness in the Tanzanian communities and eventually make use of womens' potentials to advance industrial economy.

Similar observation has been made by Butscheck (2006) who argued that proper use of the women population can considerably augment economic growth, trim down poverty, improve societal well-being, and help ensure sustainable development in all countries. Females are now dominant in labor-intensive and less skilled employments i.e., in textiles, clothing, pharmaceuticals, household goods and toy production in non-OECD countries. Much of this employment is located in export processing zones, which account for between 33% and 88% of production and exports depending on the sector. Butscheck (2006) further argued that taking gender dimensions into account will increase more women's visibility in export-oriented sectors in middle-income developing countries, where they comprise up to 90% of workers.

3.3. Policy Formulation

Different informants pointed out that the position of social work in industrial sector cannot be overemphasized. In advanced social work settings, professional social workers can engage in researching societal needs for improving industrial environments and in formulating social policies which establishes quality, accessibility and availability of social services as necessary requirement for industrial sector. Since social workers are involved in the well-being of the people, they can use their skills and knowledge to understand the human needs of the Tanzanian populations and develop policies that will help to solve different problems and eventually make the individuals, groups and communities partake in the industrial economy. This was expressed in the following quotes:

Firstly, when we talk of economics we refer to it as a study of optimal allocation of resources and how it affects people's welfare. On the other hand, social work is a profession concerning itself with individuals, families, groups and community in an effort to enhance wellbeing. Both focus on improving people's welfare in different ways. They can therefore help to develop policies that will respond to new needs and social changes (Female social work educator, ISW)

The informant continued to hold the following views:

Social workers can have a positive contribution in industrial economy through community resource mapping and how the resources can be effectively utilized as a driving force for industrial economy development as well as the catalyst for improving people's wellbeing which at first was a focus for both Economics and Social Work. For industrial economy to foster, there is a need

for strong policies that will safeguard the interests of Tanzanians on the economic good resulted from industrial economy like better health services, education, social security etc. the role of a social worker here is to influence policy change, policy formulation or implementation that will have positive effects on our economy as well as people's wellbeing (Female social work educator, ISW)

The above quotes indicate that social workers can foresee social problems, conduct research and develop policies in order to make individuals functional in their everyday life. Through formulated policies, the people in need will be able to play a productive role in the industrial economy.

3.4. Coordination of Groups and Communities

According to different informants, social work as the helping profession works at different levels ranging from individuals, groups to communities. The informants delineated that social workers are equipped with knowledge and entrepreneurial skills that can be used to help groups and communities start their own industries through the resources available. One of the informants had the following to say:

Social workers are not working with individuals only; they are working with groups and communities at large. They can facilitate groups' formation, enable the groups to identify areas of interest and start doing something including investing in industries. Social workers are very potentials to assist the communities to develop, realizing their potentials. The same skills can be used to transform people's mindset and eventually achieve the industrial economy goal (Male social work educator, ISW)

To me, I see there is no way social workers can be excluded in the industrial transformation in Tanzania. These people are very knowledgeable and skilled to assist groups and communities to change their lives through working together with them. In our communities, everybody is useful even the retired officials are useful; they are educated and have resources as well. The problem is how to organize them. Social workers can contribute towards achieving this goal of industrial economy (Female social work educator, ISW)

Another informant had this to say:

To understand the contribution of social work profession to the industrial economy we need to reflect on what social workers do as their roles as social workers, amongst them includes; being a facilitator. In this role, social workers are responsible to bring together small groups for industrial development (Male social work educator, ISW)

The above quotes show that social work profession can facilitate changes in their communities. The potentials embedded in the profession are valuable to transform the lives of not only individuals but also groups and communities through awareness raising programmes, coordination of groups and community work initiatives. Dominelli (1997) argues that by employing social development approach, social workers can organize resources and human interactions to create opportunities, through which the likely potentials of all peoples, individually and collectively, can be developed and utilized to the maximum. Another observation in relation to application of developmental approach in organizing economic development was made by Midgley (2010). According to him, developmental approach seeks to identify social interventions that have positive impact on economic development. In this way social workers embraced with developmental social work can use their knowledge and skills work with community members to design social welfare programs that would also enhance industrialization in Tanzania.

3.5. Enhancement of Peace and Tranquility

According to the findings, peace and harmony are central to the achievement of industrial economy. It was clearly pointed out that without peace and harmony people cannot concentrate on the production process. Social work was described by informants as a profession which responds to this through the provision of welfare services to the people in need. By doing so, people will have several possibilities of life and thus abstain from engaging in criminal activities.

Social work profession is key to achieving peace and tranquility in the society...the welfare services provided by social workers help the people in need to engage more in production activities like in industries than being involved in crimes (Male social work educator, ISW)

Without peace and harmony...nothing can be achieved. Production activities depend on stable social environment in terms is cooperation and generally human relationships (Male social work educator, ISW)

The above quotes depict that for the sustainable industrial transformation, there has to be peace and social order in the community and this is achieved when different people in need are given psychological, social and economic support. When there is minimum social welfare services provision in the society everybody feels that he or she is part and parcel of any social and economic changes in the society.

3.6. Enhancement of Purchasing Power

According to different informants, industrial growth depends on the sustainable market both inside and outside the country. The informants argued that if many people continue to be vulnerable, they can hardly purchase/buy the industrial products because of their low purchasing power. High purchasing power depends on the investment in social welfare services in the society like education, health, social security schemes etc., that social workers are dealing with. This was shared in the following quotes:

If a person is sick, ignorant his or her purchasing power becomes very low...unless he or she has other means of survival. People's well-being is paramount in achieving the industrial economy (Male social work student, ISW)

I think the government has to enable social workers so as to assist the people in need. When the government provides welfare services they are investing because people are empowered to work, gain income which in turn enable them to buy the industrial products. By doing so, the resources invested are brought back with the advantages of stimulating industrial productions (Male social work educator, ISW)

The above quotes show that social workers engagement in providing services is very important. Similar practice has been recorded among the Scandinavian countries. While it is commonly believed that social welfare services were the response to the impacts of industrial revolution, there is a growing contention that social welfare services and industrial revolution started together. The Scandinavian countries exemplify this contention because their initiatives to build the economy went hand in hand with the institutionalization of social welfare services (Kuhnle 1991). Norway for example, started building the welfare state and transforming the industrial sector concurrently, from the 1950s (Hildeng 2001; Kuhnle 1991). This formula has enabled Scandinavian countries to achieve rapid and sustainable social and economic development.

3.7. Social Workers Role after Industrialization

According to the findings, the importance of social work is apparent even after the introduction of industrial economy. This is because, people are human beings, not machines they encounter numerous challenges which in turn need professional like social workers who by their professional knowledge and skills have ability to help and bring the workforce at its standards. The following quote illustrate the foregoing sentiments:

Social workers at industry settings can do a number of things including, working with individual employees for instance in providing counseling and also work with groups like in assisting them to establish colleague associations that will help them in staff welfare matters. One of senior lecturers in Social Work worked with Barrick in such activities. He was of significance to staff of all levels. Case work is very much needed in industries; it is inevitable though it is not supposed to dominate given its remedial nature (Social work educator, ISW)

The informant continued to say:

Workers in industries are in need of psychosocial support. At the mezzo and macro level Social Workers intervene in policy process in order for those guidelines to be useful to the workers. When guidelines of work also address the welfare of workers in industries, it will increase productivity. Additionally, Social Workers also form a team for Social impact assessment done before a plant is established. They look at the culture of people and other key social issues that may affect the people or the plant once put in place (Female social work educator, ISW)

Another informant had this to say:

Counseling programs undertaken by social worker seek to improve person's ability to function in a job, or in a family disrupted by economic distress, marital disagreement, parent-child problems or any other problems brought about by challenges of industrialization.

The above quotes show that industrial economy can have both positive and negative impacts. The findings showed that the industrial economy can lead to improvements in living conditions. Similar observation was made by Butscheck (2006) who argued that industrial revolution has both positive and negative impact because increase in life expectancy also leads to increased risks of non-communicable diseases which affect many older people in industrialized nations. Industrial economy might come with its effects, for example high rate of breakdown of human rights or child rights. Therefore, social workers have a role advocating and promoting human rights so that development and improvements in living conditions as result of industrial development brings peace instead of pain to community members.

Industrial economy may result into different sufferings in the community. Issues like increased urban population (urbanization), pollution, diseases, family disruption and marriage breakdown, child abuse, unemployment, etc. this issue affects the labor force and those outside the labor force. There is transformation in labor force, family structure, living styles, which in turn creates public health needs, education and control of environments. Those affected with the aforementioned problems, need various professional interventions for bring back their lost capacities. At this level social workers assume various roles including empowering the disadvantaged, raising awareness about available services and how to access them, advocating on behalf of the powerless, lobbying and enabling the community members to access their services.

Further, Butscheck (2006) argues that Governments have long been using social work to intervene problems concerned in family relationship and behavior. Thus, in industrial economy, the state assumes the key role in the provision of welfare by making use of professional social workers. Because Tanzania had put initiatives to build industrial economy to have an advanced industrial society in 2025, the government has a task of maintaining stability and cohesion, managing conflicts and ensuring efficiency functioning of the economy and social order.

The National Development Vision of 2025 envisioned that society of Tanzania in the year 2025 will be substantially developed one with a high quality of livelihood where poverty will be a thing of the past. The country will have graduated from least developed country to a middle-income country with a high level of human development. The vision also envisioned that the economy will transform from low productivity agricultural economy to semi-industrialized one led by modernized and highly productive agricultural activities which are effectively integrated by supportive industrial and service activities both rural and urban areas.

4. Conclusion

According to the findings, social work has a direct link with industrial economy. In this regard, social work can generally influence the process of industrial development through enabling individuals, groups and communities to reach out for each other through a mutual need for self-fulfillment and provision of social welfare services. Thus, according to the findings, if social work profession is given due attention will assist in the development of industrial sector. Indeed, in the year of 2025 Tanzania envisages being a nation whose people are ingrained with a developmental mindset and competitive spirit. This will be the result of heavy investment in services like education, health care, nutrition and provision of social welfare services in general.

According to the views of the informants of this study, reams of social work knowledge and skills can be used along with the process of investing and /or developing the mindset for industrial participation. Social work knowledge is critical in enabling the nation to effectively utilize and mobilizing domestic resources as a key factor in the realization of both FYDP II and the industrialization policy. Bernstein (1995) contends that social workers are expected to assist in restoring, maintaining and enhancing the social functioning of individuals and the society; this responsibility entails the development, procurement and/or delivery of resources and services to meet the many and varied needs of their clients. In this sense, social work can be seen to be playing a major role in national development through empowerment of the most vulnerable and disadvantaged groups of people in many countries, both developed and less developed. Further, the study indicates some implications for social work practice towards the industrialization process in Tanzania. First, designing training programs on changing mindset to community members is inevitable. Social work trainers must create programs that build up capacities enabling engagement in implementing industrialization policy. Second, conducting research for evaluating and redesigning social programs that could have impact on economic development for ensuring the realization of the four major objectives of National Development Vision of 2025 which intends to take Tanzania into semi- industrialized nation.

5. Recommendations

This study recommends that because industrial economy needs human capital in all dimensions;

- Supporting the activities undertaken by social work profession is unavoidable. Financial support is extremely needed in order to cater for the needs of vulnerable populations like widows, orphans, elderly, poor people and disabled people. Thus, the government should be aware that in order to achieve industrial development in the country it has to invest more resources in the social welfare sector.
- For industrialization to be smooth, social workers have to continue working hard, be more innovative and creative in social service delivery systems. Social workers have to be fully engaged in research work, social policy formulation so as to accommodate new social needs and challenges that will be caused by industrialization process and portraying competencies in administration of social welfare programmes and services so as the realize the national development goals.

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