

The Quest for Regulated Social Work Ethical Practice in Tanzania: A Comparative Historical Review

Naftali Bernard Ng'ondi

Corresponding Affiliation: Open University of Tanzania

E-mail; ngondi.naftali9@gmail.com

DOI: <https://doi.org/10.61538/huria.v33i1.1966>

Abstract

Background: Social work in Tanzania remains under-regulated, with professional practice largely guided by social welfare sector laws and policies rather than specific social work statutory frameworks. This gap raises concerns about ethical accountability, training standards, and alignment with international norms. This review examined the state of social work regulation in Tanzania, situating it within systems theory and comparing it to statutory models in other African countries and internationally. A historical comparative review was conducted, analyzing Tanzanian policy documents, reports from the Law Reform Commission, and comparative legislation from England, the United States, Zimbabwe, South Africa, Namibia, Seychelles, and Kenya. The comparative analysis was applied to identify structural, ethical, and regulatory gaps. The review revealed that Tanzania's social work practice faces systemic ethical challenges due to fragmented institutional structures. In contrast, African peers have established statutory councils that enforce registration, licensing, and ethical oversight. These bodies have elevated professional recognition, standardized training, and strengthened public trust. The comparative analysis underscored the relevance of statutory regulation for Tanzania. Namibia's integration of social work and psychology, South Africa's broad professional council, and Zimbabwe's sanction of unregistered practice illustrate diverse pathways for embedding accountability. These models highlight the importance of grounding ethical practice in interconnected institutional laws, policies, and regulations. To align with regional and global standards, Tanzania should consider establishing a statutory social work council. Such a body would enhance professional recognition, enforce ethical compliance, and harmonize practice with African and international frameworks, thereby strengthening the welfare system and protecting vulnerable populations.

Keywords: *Social Work, Ethics in Social Work, Tanzania Social Work, Ethical Regulation and Social Welfare.*

INTRODUCTION

This article presents a comparative historical review of the regulation of social work practice in Tanzania, focusing on adherence to the profession's ethical principles and values. For global comparison, it examines the evolution of social work practice in Great Britain, the United States of America, and Sub-Saharan African countries with contexts similar to Tanzania. Ethics provide social workers with regulated practice-based knowledge and skills for guiding professional conduct and integrity, protecting client rights, preventing conflicts of interest, and maintaining public trust (International Federation of Social Workers, 2018).

Social workers are accountable for enhancing ethically informed decision-making by consulting policy and knowledge frameworks, including national service laws and regulations, theories of practice, practice-informed research, and agency policies. Recent scholarship underscores this responsibility, highlighting the need for inclusive ethical decision-making models that draw on diverse sources of guidance (McAuliffe & Greenslade, 2025; Reamer, 2014). In Tanzania, updated regulatory instruments such as the Social Security Schemes (Benefits) (Amendment) Regulations, 2024 reinforce the imperative for practitioners to align professional judgments with national laws and institutional mandates (United Republic of Tanzania, 2024). This reliance on multiple sources is particularly critical given that Tanzania does not yet have a professionally and legally binding code of social work principles.

The global definition of social work was articulated in 2014 by the International Federation of Social Workers and the International Association of Schools of Social Work, with both bodies calling for regional and national contextualization. As part of this global community, Tanzania adopts this definition. In the Tanzanian context, social work is operationally defined as a hands-on profession and field of study that strives for community and individual empowerment, positive social change, and improved livelihoods. Its core values include social justice, human rights, shared responsibility, and respect for cultural diversity. Drawing on theories from the social sciences and humanities, as well as indigenous knowledge such as *Ujamaa* and the philosophy of self-reliance, social work in Tanzania engages with people and systems to collectively address life's challenges and enhance well-being (IFSW, 2021). In the absence of national statutory instruments, ethical practice standards in Tanzania are largely shaped by global definitions, national policies, guidelines, and standard operating procedures. This article

suggests that the lack of a nationally codified set of ethical principles has limited the effectiveness of social welfare service delivery in Tanzania.

The main purpose of this article was to review the state of social work practice in Tanzania with respect to professional conduct and the protection of client rights. It does so by examining the global historical evolution and legislative requirements for adherence to ethical principles. These principles provide direction and professional judgment to ensure adequate provision of social welfare services by trained and regulated cadres under appropriate legal frameworks (Ministry of Health, Community Development, Gender, Elderly and Children, 2021a). The article posits that when ethical principles are applied within adequately resourced environments, social work practice can contribute to improved social, economic, and emotional outcomes for vulnerable populations. The practice and policy recommendations emerging from this review are intended to inform government and development partners in Tanzania about approaches to strengthening ethical practice.

The principal contribution of this paper was to situate the regulation of social work practice in Tanzania within a comparative and policy-oriented framework. This paper draws on historical developments in Great Britain, the United States, and Sub-Saharan Africa to provide contextual background. The analysis focuses on the Tanzanian case, where the absence of a legally binding professional code of ethics has significant implications for practice. The value of the study lies less in prescribing normative solutions than in critically examining how ethical principles, global definitions, and indigenous philosophies intersect with existing national policies and regulatory instruments. In doing so, the paper advances understanding of how professional regulation and ethical theory shape social work practice in Tanzania and identifies areas where further institutional development may enhance the effectiveness of social welfare provision.

This article employed a systems theory framework to explain the interdependence of professional conduct, client rights, and legislative requirements. Systems theory emphasizes that individuals are embedded within larger structures, that is families, communities, institutions, and laws—and that social workers must understand how these levels interact (Pincus & Minahan, 1973). By situating practice within social, legal, and institutional contexts, the framework highlights the need for trained and regulated cadres to uphold ethical principles under appropriate policy and legal arrangements.

In this study, systems theory is applied across multiple levels: at the macro-level, national legislation and regulatory bodies define professional boundaries, with Tanzanian social welfare policies and instruments such as the Social Security Schemes (Benefits) (Amendment) Regulations, 2024 guiding practice; at the meso-level, universities and training institutions transmit ethical codes and regulatory expectations, balancing global standards with Tanzanian realities; at the micro-level, social workers mediate between systemic mandates and client needs, with accountability shaped by institutional policies and ethical norms; and at the client level, rights are protected or constrained depending on how effectively practitioners navigate institutional and legislative frameworks. Taken together, these interconnected domains demonstrate that ethical regulation in Tanzania is best understood as a systemic outcome shaped by the dynamic interplay of legal, institutional, educational, professional, and client systems.

METHODS

Study Design

This article employed qualitative approach involving historical-comparative research design (Rubbin and Babbie, 2010; Grinnell, 1997). The choice of this design, was attributed to the need for carrying out historical analyses of trends and practices of social work in order to broadly understand the practice experiences over time and across different societies (Pierson, 2022). The application of this research approach resulted into the detailed understanding on the evolution of social work as profession and the development, application and improvement of the profession's ethical principles in the global context, Africa and in Tanzanian context (IFSW, 2021).

The countries selected for comparison, that is Great Britain, the United States, Zimbabwe, South Africa, Namibia, Seychelles, and Kenya; were chosen on the basis of three criteria: (a) their historical influence on the development of social work regulation globally and regionally; (b) the presence of established regulatory bodies and legal frameworks that provide instructive contrasts to the Tanzanian context; and (c) their relevance to Tanzania either through shared colonial legacies, regional proximity, or comparable socio-political conditions. This selection is not intended to be exhaustive but rather illustrative, providing a range of regulatory experiences against which the Tanzanian case can be critically examined. The following table 1, describes the logic for selection of the countries reviewed and the structured comparative regulatory landscape at a glance.

Table 1:

Selected country comparative regulatory landscape at a glance

Country	Regulatory Body / Association	Legal Framework / Statutory Basis	Relevance for Tanzania
Great Britain	British Association of Social Workers (BASW)	Social Work England; statutory regulation under Care Standards Act 2000, c.14 (UK), Social Workers Regulations 2018 (UK Statutory Instrument No. 893).	Colonial influence; model of professionalization
United States	National Association of Social Workers (NASW)	State-level licensing laws; Code of Ethics (NASW), 2021; Association of Social Work Boards. (2020). <i>Model Social Work Practice Act</i> . ASWB.	Illustrates diversity and modeling of social work regulation across states
Zimbabwe	Council of Social Workers	Social Workers Act No. 27:21 for regulation of social workers.	Regional example of statutory regulation
South Africa	South African Council for Social Service Professions (SACSSP)	Social Service Professions Act No. 110 of 1978	Strong regional model; advanced regulatory framework
Namibia	Social Workers Association of Namibia	Social Work and Psychology Act No. 6 of 2004	Regional model of professional registration and regulation
Seychelles	Social Workers Association of Seychelles	Social Workers' Council Act No. 18 of 2007.	Regional model of professional registration and regulation
Kenya	Kenya Association of Social Workers	Social Work Profession Act No. 5 of 2025.	Most recent regional relevance; and ongoing regulatory reforms

Based on Rubbin and Babbie's (2010) conception of sources of data for observation and analysis, this article studied historical records such as historical writings found in literature, biographies of social work pioneers, studies on development of social welfare activities and institutional frameworks and comparative studies; reviews and official government documents/guidelines/policies/ and legislations; and organizations documents

such as their policy statements, code of ethics. The search strategy included literature searches that were conducted using Google Scholar, JSTOR, AJOL, and local university repositories, applying filters for books, peer-reviewed articles, reviews, and publication dates between 2010 and 2025. Used Keywords included “global evolution of social work practice,” “history of social work in Tanzania,” and “ethical regulation of social work.” With regard to inclusion criteria, sources were retained if they (i) addressed regulatory frameworks or ethical codes in social work, (ii) provided historical or comparative insights relevant to Tanzania, or (iii) offered empirical or policy-based evidence. On the other hand, materials were excluded if they were (i) purely theoretical without regulatory relevance, (ii) duplicative, or (iii) outside the 2010–2025 timeframe unless historically foundational.

After screening exercise, an initial pool of 220 documents was identified. Titles and abstracts were screened for relevance to social work regulation, ethics, and Tanzanian or comparative contexts. Then, 85 documents that met the inclusion criteria and were subjected to full-text review and ended up with 47 references. Finally, the comparative analysis was conducted, by bringing experiences on ethical and regulatory practices from America and United Kingdom, selected African countries and Tanzania. The experiences were then synthesized to derive comparative insights and implications for Tanzanian practice.

Ethical Considerations

This study did not involve direct engagement with human participants and therefore did not require ethical clearance for human subject research. However, ethical integrity was maintained throughout the research process by adhering to principles of academic honesty, transparency, and respect for intellectual property. Data sources including historical writings, institutional reports and official documents such as government policies, codes of ethics, and organizational guidelines, were critically reviewed and appropriately cited to ensure proper attribution.

Results: Evolution of Social Work Ethical Practice

Professional social work activities have progressed from moral responsibility toward clients to a formal emphasis on professional conduct and protection of client rights (Morales & Sheafor, 1995). Voluntary, charitable, and state interventions to support vulnerable populations have a long history (Healy, 2011; Compton & Galaway, 1998). This section examines the global and Sub-

Saharan African evolution of ethically based practice and considers implications for Tanzania.

Global Perspective

In Britain, early welfare responses such as the Elizabethan Poor Law of 1601 categorized the poor and reflected moralistic assumptions that stigmatized the able-bodied, subjecting them to punitive measures (Wilson, et al., 2008). These interventions failed to address urban poverty, family disintegration, and crime (O'Hagan, 2001), revealing that welfare grounded in moral judgment undermined dignity and worth of the clients (Davies, 1994). By the 19th century, welfare reforms introduced counseling, juvenile welfare, and community rehabilitation, embedding client-centered principles into practice (Midwinter, 1994; Lishman, 2002). The U.S. followed a similar trajectory, with charitable societies filling gaps left by state welfare. Compassion rooted in religious values motivated assistance (Wilensky and Charles (1958), Reamer, 2014), but stigmatization reinforced dependency (Robinson, 2002; Hepworth & Larsen, 1993). Welfare activities often protected affluent communities rather than addressing structural causes of poverty, urbanization, and immigration (Esping-Andersen, 1990). These cases demonstrate that without professional regulation and ethical accountability, welfare systems risk perpetuating inequality.

In as far as analytical implications are considered, the British and American experiences highlight the dangers of moralistic welfare traditions and the need for professionalized, ethically accountable practice. Education programs must therefore equip social workers with historical knowledge, ethical standards, and relevant laws to navigate dilemmas and foster client trust (British Association of Social Workers, 2012; Evans, 2011; National Association of Social Workers, 2021; Beresford et al., 2008). Critical thinking in ethical decision-making remains essential (Banks, 2001; Banks, 2010; Sewpaul & Henrickson, 2019).

In terms of comparative relevance for Tanzania, McCurdy et al. (2018) caution that regulation alone does not guarantee ethical practice, as shown in Australia where many welfare providers lack formal training. This situation parallels Tanzania, where non-social work trained service providers play a significant role. Thus, Tanzania's quest for ethical regulation need to combine statutory frameworks with culturally grounded professional development, ensuring inclusion of diverse service providers while raising accountability standards.

African Experience

The national research report on Social Welfare Services in Tanzania Mainland (Tanzania Law Reform Commission, 2018) emphasized the need for legislation that uphold ethical principles into practice. Experiences from other Sub-Saharan African countries demonstrate that regulatory systems significantly improved professional conduct and client protection (IFSW Africa Region, 2021). Zimbabwe's Social Workers Act (2001) established a Council to oversee registration, ethical compliance, and service quality, criminalizing unregistered practice and curbing client abuse (Chidyausiku & Bohwasi, 2021). South Africa's Social Service Professions Act (1978) created a Council that registered multiple categories of professionals and collaborates with universities to strengthen training (SACSSP, 2017). Namibia's Social Work and Psychology Act (2004) (Republic of Namibia, 2007) and Seychelles' Social Workers' Council Act. 2007 (Republic of Seychelles, 2011) similarly institutionalized registration, licensing, and disciplinary measures to enforce ethical standards (Tanzania Law Reform Commission, 2018). Most recently, Kenya's National Social Work Act (2025) established clear structures for training, practice, licensing, and accountability, aiming to address challenges of recognition, public trust, and client protection (The Mount Kenya Times, 2025).

Comparative lessons and implications for Tanzania

Building on the global and African experiences reviewed, it is essential to distill practical lessons that Tanzania can realistically adapt to strengthen ethical regulation in social work. Comparative analysis highlights both the risks of relying solely on moralistic or charitable traditions and the benefits of legislative frameworks that embed professional accountability. At the same time, successful adaptation requires sensitivity to Tanzania's cultural philosophies, institutional capacities, and training systems. The following insights summarize key lessons from comparator countries and outline the necessary conditions for Tanzania's regulatory reform:

- From Britain and America's experience, Tanzania should avoid moralistic welfare approaches that stigmatize clients; and adapt approaches enshrined with the clients' dignity and rights into service delivery.
- From Zimbabwe, South Africa, Namibia, Seychelles, and Kenya, an important lesson is cognizant of the fact that legislative instruments elevate professional status and public trust, and that they need to be accompanied by investment in training institutions, enforcement mechanisms, and culturally relevant ethical codes.

- Effective adaptations of experiences from the African countries in Tanzania call for establishment of a statutory framework for social work regulation; integrate indigenous philosophies such as *Ujamaa* into ethical codes; strengthen collaboration between universities and regulatory bodies; and create pathways to include non-social work trained service providers while raising accountability standards.

The universal values such as human rights, social justice, dignity, and respect for diversity remain foundational (Bwambale Bhangyi, 2022). However, regulation in Africa must also reflect culturally competent skills and locally grounded values (Osborn & Karandikar, 2022). For Tanzania, this means that the quest for ethical regulation requires both legislative reform and culturally responsive professional development should also ensure client protection and professional legitimacy.

Tanzania Perspective

Tanzania still lacks a Social Work Professionals Act, relying instead on broader social welfare laws to guide practice and service delivery. The evolution of social work practice in Tanzania began during colonialism in the 1930s. The welfare services were introduced primarily to secure cheap labor for the colonial economy (Wangwe & Rweyemamu, 2001). Hospitals, schools, and welfare laws such as the Children and Young Persons Act (1937), Affiliation Ordinance (1949), Probation of Offenders Act (1947), and Foster Care and Adoption Ordinance (1955) reflected administrative priorities rather than ethical commitment. The establishment of the Social Welfare Department in 1949, later expanded after independence in 1961, marked a shift toward rehabilitation and child welfare. Following the Arusha Declaration, responsibilities broadened to include support for the elderly and persons with disabilities. Formal training began in 1973 with the National Social Welfare Training Institute, embedding ethical principles into professional education (Tanzania Law Reform Commission, 2018).

To date, Tanzania has multiple laws and policies guiding welfare services, including the Law of the Child Act (2009/2019), Persons with Disabilities Act (2010), Mental Health Act (2008), Drugs Control and Enforcement Act, Community Services Act, and Anti-Trafficking of Persons Act. Policies such as the Child Development Policy (2008), National Policy for People with Disabilities (2004), and National Policy on HIV/AIDS (2001) provide frameworks for service delivery (Tanzania Law Reform Commission, 2018). Development programs such as the National Strategic Program for

Eradication of Poverty and the National Plan of Action on Violence Against Women and Children (2017/18–2021) further demonstrate state commitment. Yet, these instruments remain fragmented and lack a unifying professional code of ethics.

Despite the above legal and policy landscape, the review reported that challenges persisted including low public awareness of social work. Other challenges identified included poor recognition of practitioners, inadequate staffing, weak professional development, and insufficient facilities such as remand homes and shelters. Higher education institutions also lacked clear national guidelines for social work curricula. On the other hand, malpractice and workforce shortages were reported to be compounded by the absence of a national system for identifying, training, registering, and supervising the services providers at all administrative levels. For instance, workforce projections estimated a need for 23,694 practitioners, yet only 9,140 graduate-level providers existed, with just 740 employed in government service (Tanzania Law Reform Commission, 2018). Similar gaps were evident in police gender desks, health facilities, homes for the elderly, disability services, vocational rehabilitation centers, probation, and marriage reconciliation programs. For instance, violence and social problems, such as partner murders, child killings, and gender-based violence reported in regions like Kigoma, Kagera, Tabora, Mwanza, and Katavi (National Bureau of Statistics, 2024).

It is clear that while existing laws and policies provide guidance, they do not substitute for a dedicated regulatory framework. Embedding ethical principles into legislation is essential to ensure that social workers consistently uphold client rights, navigate complex social problems, and deliver services with integrity. Ultimately, such regulation would strengthen professional recognition, improve accountability, and enhance Tanzania's capacity to respond to social welfare needs and challenges in a systematic and ethical manner.

DISCUSSION

The current study highlights that there is substandard service provision, frequent violations of ethical principles, and reliance on inadequately trained practitioners. These challenges are further linked to limited recognition and employment of qualified professionals. This exacerbates social issues such as household poverty, family conflict, and violence against vulnerable groups. The review also identified a lack of essential working tools, particularly in

rural areas. For example, children's homes face ethical concerns including poor safeguarding, maltreatment, and mismanagement of resources for personal gain. Socioeconomic shifts have led to the rapid growth of day care centers for children aged 2–4 years, yet many operate without formal licensing or qualified personnel trained in Early Childhood Development.

Similarly, juvenile justice and behavioral rehabilitation services remain inadequate. The government-run remand homes in Mbeya, Moshi, Tanga, Arusha, and Dar es Salaam provide basic needs such as food, shelter, medical care, education, and legal assistance. However, these facilities are constrained by a shortage of competent professionals with expertise in ethical practice, counseling, and child care. Ethical challenges, including malpractice and workforce shortages, are evident across diverse service areas. The challenges are compounded by the absence of a formal national system for identifying, training, registering, and supervising providers at all administrative levels. The Law Reform Commission (2018) noted that the existing workforce is far below the level required to ensure adequate coverage across both public and non-governmental sectors. These shortcomings extended to police gender desks, health facilities, homes for the elderly, disability services, vocational rehabilitation centers, probation and community programs, and marriage reconciliation initiatives.

The lack of a coherent regulatory framework undermines accountability and ethical standards compliance. This absence could potentially weaken the ability of social workers to deliver consistent, client-centered services and eroding public trust in the profession. Tanzania needs to elevate standards and ethics in social work practice to the level achieved in countries such as Zimbabwe, South Africa, Namibia, and Seychelles. In order to achieve this level, Tanzania should entrench internationally recognized values of social justice and human dignity (Bwambale Bhangyi, 2022). At the same time, systems of registration and regulation should be designed to reflect Tanzania's cultural realities and socio-economic conditions (Osborn & Karandikar, 2022).

The findings of this review are consistent with systems theory. This framework underscores that ethical practice in Tanzania's social work profession, and the broader provision of welfare services, should be grounded in the interconnectedness of institutional laws, policies, and regulations (Ministry of Health and Social Welfare, 2013; Wangwe & Rweyemamu, 2001). Yet, the Law Reform Commission of Tanzania (2018) reveals that

practice continues to face systemic ethical challenges because it is not embedded within well-organized institutional structures. According to McCurdy et al. (2018), ethical social work must emerge from national and local contexts shaped by experiential best practices. Tanzania's fragmented institutional arrangements therefore highlight the gap between theoretical consistency and practical implementation, reinforcing the need for statutory regulation and contextually grounded ethical frameworks.

Recommendations for Tanzania's Ethical Practice and Policy

Drawing from global frameworks, African experiences, and Tanzania's current realities, the government of Tanzania and social work practitioners, in collaboration with other stakeholders should work on the following recommendations as prioritized into immediate, medium-term, and longer-term actions to strengthen ethical practice and regulation.

i) Immediate Actions

- a) Adopt and apply core ethical principles, which is respect for human dignity, commitment to social justice, opposition to discrimination, promotion of client self-determination, respect for confidentiality, and commitment to competence (National Guidelines for Provision of Psychosocial Care and Support, 2021; Rubin & Babie, 2010; Midgley, 1999). These principles should guide daily decision-making across all service contexts, even in the absence of a formal code of ethics.
- b) Strengthen practitioner awareness and compliance with existing national laws and policies, such as the Law of the Child Act (Cap. 13 R.E. 2019), the National Guidelines for Supportive Supervision of Most Vulnerable Children Programs (MoHCDGEC, 2021a), and the National Costed Plan of Action for Most Vulnerable Children (United Republic of Tanzania, 2013).

ii) Medium-Term Actions

- a) Establish a regulatory body with statutory authority to oversee registration, licensing, and ethical conduct of social workers and related practitioners (Tanzania Law Reform Commission, 2018).
- b) Develop and enforce a national code of ethics to formalize standards of practice, prevent admission of unqualified individuals, and guide professional conduct.
- c) Define professional roles and standards for all categories of social welfare providers, ensuring clarity for institutions, development partners, and the public.

- d) Integrate auxiliary social professions (Community Case Workers, Community Health Workers, Para-Social Workers) into the regulatory framework to mitigate workforce shortages.
- iii) Longer-Term Actions
- a) Legally recognize private social work practitioners to expand structured career pathways for graduates and strengthen service delivery.
 - b) Embed internationally recognized values of social justice and human dignity (Bwambale Bhangyi, 2022) into national legislation, while ensuring that systems of registration and regulation reflect Tanzania's cultural realities and socio-economic conditions (Osborn & Karandikar, 2022).
 - c) Invest in continuous professional development and education, fostering competence and responsiveness to evolving social needs through collaboration with universities and training institutions.

Limitations

The choice of a qualitative historical design presented certain limitations, particularly regarding the completeness and reliability of data sources. Some historical facts were either fragmented or found within gray literature, which may lack peer-reviewed validation. Additionally, while institutional documents and conference reports provided valuable insights, they were potentially influenced by organizational interests. To mitigate these challenges, the study employed data triangulation by incorporating a diverse range of sources, including archival records, policy documents, and peer-reviewed scholarly articles in order to enhance the credibility of findings. Interpretations were also cross-validated across different regions and institutions to minimize bias and strengthen the robustness of comparative insights.

Suggestions for Further Research

Future research could benefit from mixed-methods studies that will examine how social work practice is currently conducted in Tanzania in the absence of comprehensive legislative frameworks governing ethical standards. Such studies would provide empirical insights into how practitioners navigate ethical dilemmas and uphold professional integrity in day-to-day service delivery. Additionally, targeted surveys and in-depth interviews with social work professionals are recommended to explore their lived experiences in maintaining high-quality social welfare services. These inquiries should focus

on strategies used to safeguard client rights and well-being, particularly in contexts where formal ethical regulation is limited or evolving.

Declaration of Conflict of Interest

The author declares that there is no conflict of interest regarding the publication of this study. No financial, personal, or professional affiliations influenced the research process, analysis, or interpretation of findings.

Funding Statement

The author received no financial support for the research, authorship, and/or publication of this article.

REFERENCES

- Banks, S. (2001). *Ethics and values in social work* (2nd ed.). London: British Association of Social Workers/Macmillan.
- Banks, S. (2010). Integrity in professional life: Issues of conduct, commitment and capacity. *British Journal of Social Work*, 40(7), 2168–2184. Retrieved February 20, 2024, from <https://doi.org/10.1093/bjsw/bcq056>
- Beresford, P., Croft, S., & Adshead, L. (2008). We don't see her as a social worker: A service user case study of the importance of the social worker's relationship and humanity. *British Journal of Social Work*, 38(7), 1388–1407. Retrieved February 20, 2024, from <https://doi.org/10.1093/bjsw/bcm032>
- British Association of Social Workers. (2012). *Code of ethics for social work: Statement of principles*. Retrieved February 20, 2023, from <https://www.basw.co.uk/about-basw/code-ethics>
- Bwambale Bhangyi, V. (2022). Towards developing ethical capacities in social work practice in Africa: Case study and critical commentary from Uganda. *International Social Work*, 67(2), 551–557. Retrieved February 20, 2024, from <https://doi.org/10.1177/00208728211029152>
- Chidyausiku, W., & Bohwasi, P. (2021). Social work regulation in Zimbabwe. In V. Mabvurira, A. Fahrudin, & E. Mtetwa (Eds.), *Professional social work in Zimbabwe: Past, present and the future* (pp. 29–51). Harare: National Association of Social Workers of Zimbabwe.
- Compton, B., & Galaway, B. (1998). *Social work processes* (6th ed.). Belmont, CA: Wadsworth Publishing Co.
- Davies, M. (1994). *The essential social worker: An introduction to professional practice in the 1990s* (3rd ed.). Aldershot: Arena.

- Dominelli, L. (2002). Anti-oppressive practice in context. In R. Adams, L. Dominelli, & M. Payne (Eds.), *Social work: Themes, issues and critical debates* (2nd ed., pp. 3–19). Basingstoke: Palgrave.
- Esping-Andersen, G. (1990). *The three worlds of welfare capitalism*. Princeton, NJ: Princeton University Press.
- Evans, T. (2011). Professionals, managers and discretion: Critiquing street-level bureaucracy. *British Journal of Social Work*, 41(2), 368–386. Retrieved January 18, 2024, from <https://doi.org/10.1093/bjsw/bcq098>
- Government of Zimbabwe. (2001). *Social Workers Act [Chapter 27:21]*. Harare, Government Printer. Retrieved February 20, 2023 <https://www.ifsw.org/wp-content/uploads/2017/12/Social-Workers-Act-Chapter-27-21.pdf>
- Grinnell, R. M. (1997). *Social work research and evaluation: Quantitative and qualitative approaches*. Illinois: F. E. Peacock Publishers.
- Healy, L. M. (2011). The history of the development of social work. In L. M. Healy & R. J. Link (Eds.), *Handbook of international social work: Human rights, development, and the global profession* (pp. 55–62). Oxford: Oxford University Press.
- Hepworth, D. H., & Larsen, J. A. (1993). *Direct social work practice: Theory and skills* (4th ed.). Illinois: Homewood Publishers.
- IFSW Africa Region. (2021). *Professionalization of social work in Africa: Policy brief #1*. Retrieved February 20, 2024, <https://www.ifsw.org/wp-content/uploads/2021/11/Professionalization-of-social-work-Policy-brief-2021-1-BM.pdf>
- International Federation of Social Workers. (2018). *Global social work statement of ethical principles*. Retrieved February 20, 2024, from <https://www.ifsw.org/global-social-work-statement-of-ethical-principles>
- Lishman, J. (2002). Personal and professional development. In R. Adams, L. Dominelli, & M. Payne (Eds.), *Social work: Themes, issues and critical debates* (2nd ed., pp. 95–108). Basingstoke: Palgrave.
- Luoga, P., Abihudi, S. A., Adam, J., & Mwakilasa, M. T. (2025). Prevalence and factors associated with intimate partner violence among women in Tanzania: Evidence from the 2022 Demographic and Health Survey. *BMC Women's Health*, 25(235), 1–12. Retrieved February 20, 2024, from <https://doi.org/10.1186/s12905-025-03760-w>
- McAuliffe, D., & Greenslade, L. (2025). Turn it and turn it again: The updated inclusive model of ethical decision making. *Ethics and Social Welfare*,

- 19(2), 161–173. Retrieved February 20, 2024, from <https://doi.org/10.1080/17496535.2025.2483668>
- McCurdy, S., Sreekumar, S., & Mendes, P. (2018). Is there a case for the registration of social workers in Australia? *International Social Work*, 63(1), 18–29. Retrieved February 20, 2023, from <https://doi.org/10.1177/0020872818767496>
- Midgley, J. (1999). *Social development: The developmental perspective in social welfare*. Thousand Oaks, CA: SAGE Publications Ltd.
- Midwinter, E. (1994). *The development of social welfare in Britain*. Buckingham: Open University Press.
- Ministry of Health, Community Development, Gender, Elderly and Children. (2017). *National guidelines for the management of HIV and AIDS*. Dodoma. Government Printer.
- Ministry of Health, Community Development, Gender, Elderly and Children. (2021a). *National guidelines for the provision of psychosocial care and support services*. Dodoma. Government Printer.
- Ministry of Health, Community Development, Gender, Elderly and Children. (2021b). *The national guidelines for supportive supervision of most vulnerable children programs*. Dodoma. Government Printer.
- Morales, A. T., & Sheafor, B. (1995). *Social work: A profession of many faces*. Massachusetts: Allyn and Bacon.
- National Association of Social Workers. (2021). *Code of ethics*. Retrieved February 21, 2024, from <https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Code-of-Ethics-English>
- National Bureau of Statistics. (2024). *Crime and traffic incidents statistics report: January–December 2024*. Dodoma. Government Printer. Retrieved December 10, 2025, from <https://www.nbs.go.tz/statistics/topic/crime-statistics>
- O'Hagan, K. (2001). *Cultural competence in the caring professions*. London: Jessica Kingsley Publishers.
- Osborn, P. R., & Karandikar, S. (2022). Practice-based knowledge perspectives of cultural competence in social work. *Journal of Ethnic and Cultural Diversity in Social Work*, 32(6), 285–297. Retrieved March 15, 2025, from <https://doi.org/10.1080/15313204.2022.2045678>
- Pierson, J. H. (2022). *A new history of social work: Values and practice in the struggle for social justice* (1st ed.). London: Routledge.
- Pincus, A., & Minahan, A. (1973). *Social work practice: Model and method*. Itasca, IL: F.E. Peacock.

- Reamer, F. G. (2014). Eye on ethics: The evolution of social work. *Social Work Today*. Retrieved December, 10, 2024 from https://www.socialworktoday.com/news/eoe_061614.shtml
- Republic of Namibia. (2007). *Annotated statutes: Regulations relating to the minimum requirements for registration as social worker Government Notice 34 of 2007*. Windhoek. Government Printer.
- Republic of Seychelles. (2011). *Social Workers' Council Act [1st October 2007]*. Retrieved February 21, 2024, from <https://seylli.org/sc/legislation/act/2007/7>
- Robinson, L. (2002). Social work through the life course. In R. Adams, L. Dominelli, & M. Payne (Eds.), *Social work: Themes, issues and critical debates* (2nd ed., pp. 84–94). London: Palgrave.
- Rubin, A., & Babbie, E. R. (2010). *Essential research methods for social work* (2nd ed.). Belmont, CA: Cengage Learning.
- Sewpaul, V., & Henrickson, M. (2019). The (r)evolution and decolonization of social work ethics: The global social work statement of ethical principles. *International Social Work*, 62(6), 1469–1481. Retrieved February 21, 2024, from <https://doi.org/10.1177/0020872819846238>
- South African Council of Social Service Professions. (2017). *The Social Service Professions Act 110 of 1978*. Cape Town. Government Printer. Retrieved February 21, 2024, from <https://www.sacssp.co.za/for-the-profession-legislation>
- Tanzania Law Reform Commission. (2018). *Review of the legal framework on social welfare services in Mainland Tanzania*. Dodoma. Government Printer.
- The Mount Kenya Times. (2025). Lawmakers' Push For Recognition And Regulation Of Social Workers. Retrieved September 15, 2025, from <https://mountkenyatimes.co.ke/lawmakers-push-for-recognition-and-regulation-of-social-workers/>
- United Republic of Tanzania. (2013). *National plan of action for most vulnerable children 2013–2017 (NCPA II)*. Dodoma. Government Printer.
- United Republic of Tanzania. (2024). *Social Security Schemes (Benefits) (Amendment) Regulations, 2024* (Government Notice No. 140 of 2024). Dar es Salaam: Government Printer.
- Wangwe, S. M., & Rweyemamu, D. C. (2001). *The state of Tanzania's social sector in the development context*. Dar es Salaam: Economic and Social Research Foundation.
- Wilensky, H. L., & Charles, N. L. (1958). *Industrial society and social welfare: The impact of industrialization on the supply and*

organization of social welfare services in the United States. New York: Russell Sage Foundation.

Wilson, K., Lymbery, M., Rush, G., & Cooper, A. (2008). *Social work: An introduction to contemporary practice*. London: Pearson/Longman.