

h4M/024/0004/04

SEMINAR ON SOCIAL WELFARE, ORGANISED BY THE DEPARTMENT OF ECONOMICS AND PLANNING (DEP)

Lusaka, 27-30 July 1988.

PROPOSALS FOR A PROGRAMME OF ACTION

As the SEMINAR did not end with an explicit set of resolutions or recommendations (responsibility for formulating these having been left to another organ of our Movement to finalise in some future date), many participants felt that there was need not to lose the momentum generated by the Seminar. One way of preventing this from happening is by suggesting some concrete steps to be taken as a follow - up ; such an exercise, would make a significant contribution in facilitating the work of the organ that will assume the responsibility of formulating those final recommendations.

The authors of this document are amongst others who managed to discuss the points in question in a more organised fashion. Another group which made a similar effort was that composed of professional social workers. During informal contacts, the authors of this document gained the impression that the suggestions outlined below have a lot in common with those expressed by the social workers, and it is hoped, therefore, that the social workers have or will also submit their suggestions or recommendations in writing.



Comrade Alpheus Manghezi has been authorised and entrusted with the responsibility of finalising the draft. He is to sign the document on behalf of the authors and send copies (through DEP., the organisers of the Seminar) to the following departments:

1. Presidency
2. T.G.
3. S.G.
4. Education
5. Women's Section
6. Youth Section, and to
7. Social workers' group (through Comrade Nombulelo Hlatshwayo)

The authors of this document accept the proposition that there is a need to establish a SOCIAL WELFARE DEPARTMENT in our Moviment, but see this as a process which should come in TWO STAGES (short term and long term). In the short term, means and ways should, and must be found, for tackling the serious and urgent problems in different sectors of our Moviment which have been exposed and analysed by the Seminar. The valuable experiences that will be gained in dealing with present and future problems will not only help us, in the long term, in the establishment of a welfare department, but in the creation of the type of an administrative structure which will be both relevant and effective in responding to concrete social problems in the Moviment. The following are SHORT TERM proposals we wish to submit for consideration by the appropriate structure mentioned at the close of the Seminar:



A MULTI-DISCIPLINARY WORKING COMMITTEE to be set up, and composed of the following:

- 1 coordinator (full time)
- 1 member from the West,
- 1 member from the Women's Section
- 1 member from the Youths' Section
- 1 member from the Health Department.

TASKS: The WORKING COMMITTEE must open a dialogue, as soon as possible, after its inauguration, between the structures of Mazimbu-Dakawa on the one hand, and the National Executive, on the other, with the objective of further examining the existing problems in Mazimbu-Dakawa and applying practical measures for their solutions as a matter of urgent priority. It is proposed that the main actors or participants in this task will be the following:

- . Working Committee
- . Chief Representative of the region
- . Principals of Mazimbu/SOMAFCD
- . Administrator of Mazimbu-Dakawa
- . Principal of Dakawa Vocational Training Centre
- . One or two (preferably two) members from the NEC. These members should be involved on a permanent basis to ensure continuity, etc.
- . A back-up or resource multi-disciplinary team, composed of professionals who will attend the meetings and discussions of the



WORKING COMMITTEE as participant observers. They too, must be involved on a permanent basis to ensure continuity, and ideally, therefore, the members of this team should be from those who participated in the Seminar.

We remain convinced that these proposals, though not comprehensive, are feasible and will go a long way in helping to solve some of the pressing problems faced by the Mazimbu-Dakawa complexes at this juncture.

FORWARD TO PEOPLES' POWER!

Signed: .....

Alpheus Manghezi

Maputo, 4 August 1988.





AFRICAN  
NATIONAL  
CONGRESS  
**Department of  
Economics and Planning**

PO Box 31791  
Lusaka, Zambia  
Telephone: 219656/7  
Telex: 45390

**ADVANCE TO PEOPLE'S POWER!**

2 September 1988

Dear Comrade

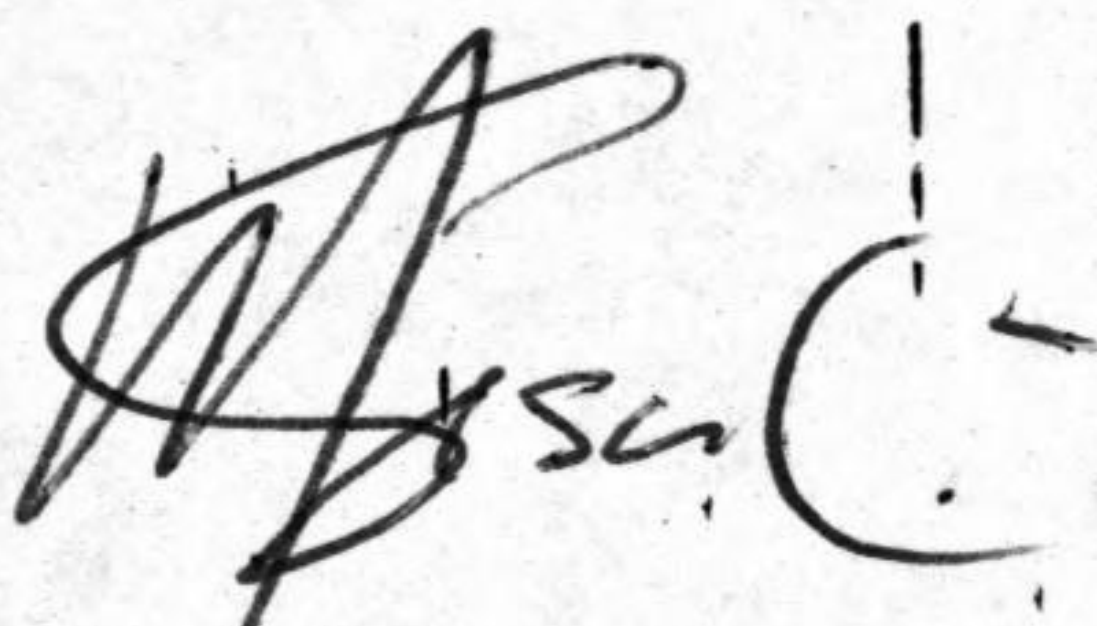
Subject: FOLLOW UP TO ANC SEMINAR ON SOCIAL WELFARE

Following the ANC Seminar on Social Welfare organised by the Department of Economics and Planning (DEP) from the 27th to 30th July 1988. we hereby present the following documents for your attention:

- (1) The report of the Seminar prepared by DEP
- (2) Proceedings of the Seminar prepared by the rapporteurs
- (3) Proposals for a Programme of Action prepared by comrade Alpheus Manghezi and a group of ANC comrades in Maputo.

Please note that due to the sensitive nature of some of the papers presented at the Seminar, it was decided that all the Seminar papers should not be made available for general distribution pending approval from the N.E.C. Working Committee. The latter will inform departments and structures on developments when decisions have been made.

In the Year of United Action for People's Power!

  
Max Sisulu  
HEAD OF DEPARTMENTS

Received By ASS- 86-0.  
19/9/88



PROCEEDINGS OF THE ANC IN-HOUSE SEMINAR ON SOCIAL WELFARE  
WHICH TOOK PLACE IN LUSAKA ON 28 - 30 JULY 1988

INTRODUCTION

The ANC in-house seminar on Social Welfare took place in Lusaka on 27-30 July, 1988, under the auspices of the Department of Economics and Planning of the African National Congress and sponsored by PASA.

The objectives of the Seminar were to bring together different departments of the movement and individual members and to:

1. Provide forum for the discussion of theoretical issues on the concepts and aspects of social welfare as they relate to the practical needs of our National Liberation Movement.
2. Identify problems that are a direct results of apartheid and the harsh realities of exile life and which relate to the delivery of social welfare services.
3. Formulate strategies for possible solutions of these problems.
4. Identify available and required <sup>resources</sup> ~~reasons~~ necessary for the solution of the problems within the Movement.

OPENING SESSION

Participating in the seminar were more than 50 representatives from the NEC, various departments and sections of our Movement, Representatives also came from Angola, Zambia, Tanzania, Mozambique, Great Britain, USA, and Canada.

In addition, individual comrades who had valuable contributions to make in the seminar like psychologists, psychiatrists, and social workers, members of our Movement, were also invited.

The opening session, was chaired by Cde Pallo Jordan, member of the NEC, and Head of the Research Unit who, in his opening remarks spoke of the need to address the question of delivery of social services to the membership of our Movement and to our people in a liberated SouthhAfrica.

The in-house seminar on social welfare was opened by Cde Alfred Nzo - Secretary General of the ANC. In his opening address, the Secretary General, Cde Alfred Nzo extended revolutionary greetings; and expressed hope that the deliberations would identify the problems and wished the participants success in their work in seeking for strategies for the solution of these problems.



In the process of adaptation to exile life, the growth of our members has inevitably been compounded by problems of a social welfare nature. And so the Movement is faced with the central task of the seizure of political and economic power and also the provision of services of a social welfare nature for the exiled communities. These should not only encompass logistical, and material support but also psycho-social and emotional welfare needs. Despite the fact that, in South Africa, Social Welfare services are so designed that they are an instrument to diffuse popular anger by the oppressed and cloud the class contradictions, committed and dedicated social welfare professionals continue to organise themselves around issues which affect them directly, which violate their clients' rights and are engaged in the struggle for freedom in close alliance with the mass based organisations. He called for a welfare policy that would be applicable to the exile conditions and lay foundation for social welfare services and practice in a free democratic South Africa. To ensure that the envisaged Department of Social Welfare was not used for human problems as "dumping ground", it is necessary to adopt a multi-disciplinary approach to social welfare problems by involving other ANC structures and departments. And so the seminar has to be seen as a beginning and not the end of collective approach towards the solution of social welfare problems.

Cde Alfred Nzo concluded his opening address by highlighting the political crisis through which the Botha regime was passing and described it as irreversible. This was manifested in the manner in which the question of the shape of the negotiating table had become of serious concern to those fearful of the revolutionary perspectives of a united non-racial democratic South Africa. Another manifestation of this deep crisis is in the situation faced by the regime in Angola, especially the collapse of the military strategic objectives in Quito Quanavalle.

In discussing, the problems that the seminar had been called upon to address, the participants were called upon to bear in mind the totality of the unfolding political situation.



PROGRAMME OF WORK

Wednesday 27 July, 1988

OPENING SESSION

1. Opening remarks by Chairman Cde Pallo Jordan.
2. Opening Address by the Secretary General of the ANC, Cde A. Nzo.
3. Adoption of Programme and method of work.

TEA BREAK 10.00 HOURS

FIRST SESSION: Problems of Social Welfare in Apartheid South Africa

10.30 - 12.45 Hrs

THE CONCEPT OF SOCIAL WELFARE IVY MATSEPE

1. THE CONCEPT OF SOCIAL WELFARE IVY MATSEPE
1. The
2. SOCIAL WELFARE IN APARTHEID SOUTH AFRICA AND PROSPECTS FOR DEMOCRATIC TRANSFORMATION ALPHEUS MANGHEZI.
3. THE ROLE OF SOCIAL WORKERS AT HOME. NOMBULELO HLATSWAYO.
4. SOCIAL SERVICE DELIVERY SYSTEM IN BLACK SOUTH AFRICAN SCHOOLS, NOMAZIZI SOKUDELA.

L U N C H BREAK 12.45-14.00 HOURS

SECOND SESSION

14.00 - 17.00 HOURS

1. CDE ADELAIDE TAMBO'S PAPER
2. MODELS OF WORK WITH CADRES IN THE MOVEMENT. SHERRY MCLEAN.

B R E A K 14.30 - 15.45 HOURS

3. SOCIAL WELFARE AND PROBLEMS OF THE WOMEN. ANC NATIONAL WOMENS SECRETARIAT.
4. PROBLEMS OF THE YOUTH AND SOCIAL WELFARE IN THE MOVEMENT. ANC NATIONAL YOUTH SECRETARIAT.



THURSDAY 28 July, 1988

THIRD SESSION SOCIAL WELFARE AND HEALTH MATTERS

09.00 - 12.45 HOURS

1. HEALTH AND SOCIAL WELFARE IN THE MOVEMENT, ANC HEALTH SECRETARIAT.
2. PSYCHO-SOCIAL EFFECTS OF LIFE IN EXILE. Dr. Freddy Reddy.

TEA BREAK 10.30 - 10.45 HOURS

3. FACTORS AFFECTING ADAPTATION AND MENTAL HEALTH AMONG MEMBERS OF THE ANC IN EXILE. VUYO MPUMLWANA.

L U N C H BREAK 12.45 - 14.00 HOURS

FOURTH SESSION

14.00 - 15.00 HOURS

1. SOCIAL WELFARE AND THE LAW. THE CODE OF CONDUCT AS A BASIS FOR PROJECTING RIGHTS ENVISAGED IN AN ANC SOCIAL WELFARE PROGRAMME. DEPT. OF LEGAL AND CONSTITUTIONAL AFFAIRS.
2. SOCIAL WELFARE QUESTIONS IN MANPOWER DEVELOPMENT WITHIN THE ANC. DEPT. OF MANPOWER DEVELOPMENT.
3. ESTABLISHMENT AND RUNNING OF A RESIDENTIAL CARE FACILITY FOR CHILDREN IN THE ANC. BABU SEPTEMBER.

FRIDAY 20th July, 1988

SOCIAL WELFARE PROBLEMS OF CHILDREN IN THE ANC 09.00 - 12.45 HOURS.

1. PROBLEMS OF GROWTH AND DEVELOPMENT OF CHILDREN IN EXILE. ZONKE MAJODINA.
2. DAKAWA DEVELOPMENT CENTRE: History, problems and prospects. W. NJOBE.

TEA BREAK 10.30 - 10.45 HOURS

SIXTH SESSION

SOCIAL WELFARE AND LOGISTICAL SUPPORT OF THE MEMBERSHIP OF THE ANC

14.00 - 17.00 HOURS.

- 1.. SOCIAL WELFARE AND LOGISTICAL SUPPORT OF THE MEMBERSHIP IN THE ANC. DEPT. OF LOGISTICS/REGIONAL TREASURY (LUSAKA).



2. SOCIAL WELFARE AND LOGISTICAL SUPPORT IN THE WEST. REGIONAL TREASURY (ANGOLA).

SATURDAY 30 July, 1988 09.00 - 12.00 HOURS

1. SUMMARY OF PROCEEDINGS, ADOPTION OF A PROGRAMME OF ACTION TOWARDS A SOCIAL WELFARE POLICY FOR THE ANC.
2. CLOSURE: CDE GERTRUDE SHOPE, NEC MEMBER, HEAD OF WOMEN'S SECTION.

The in-house seminar was conducted in the form of a plenary-in which papers were presented by various individual authors and departments and sections of the Movement. The presentations were followed by lively discussions and recommendations from the participants.

The chairmanship for the various sessions was rotational. There were two rapporteurs for each session. Two rapporteurs covered and recorded the overall proceedings of the workshop. A steering committee of a six was elected and monitored the work of the seminar.

PAPERS DELIVERED AT THE SEMINAR

Problems of Social Welfare in Apartheid South Africa.

CDE IVY MATSEPE presented a paper on "THE CONCEPT OF SOCIAL WELFARE". The paper dealt with the following issues:-

- (a) The concept differs according to society. It is based on values, culture, norms and ideology.
- (b) It has a historical development.
- (c) It arose from the period of industrialisation in Britain to intervene in the resolution of the breaking down on social norms of capitalism.
- (d) It changes with history and is shaped by subjective and objective conditions.
- (e) The Movement needs to formulate a clear social welfare policy to lay the basis for a Liberated South Africa.
- (f) Stressed on the importance of policy implementation.
- (g) The need for the Movement to work out a clear role of social welfare.
- (h) The need to work out role of departments in social welfare.



- (i) The role of community in social welfare to be clearly outlined and that of society and individual.
- (j) Responsibility and accountability.
- (k) Need to determine the nature of social welfare provisions within the Movement.
- (l) Need to identify social problems and needs assessment.
- (m) Need to determine means and modes of finance.
- (n) The role of research and data for policy evaluation.

Issues raised from the discussions

- Need to research on social welfare activities in our traditional society e.g. values of collective survival.
- Social welfare to be neatly interwoven with the political perspective of our political struggle.
- Need not only to respond to problems as they arise, but to set up the legal bases and conditions to avoid problems.
- Need to look into the complexity of our situation as a liberation movement.
- Need to improve communication between members of the movement, between members and leadership, community and administration, etc.
- Need to address the problems of abuse of power.
- Need to develop policy from grassroot level.

ALPHEUS MANGHEZI presented a paper on: "SOCIAL WELFARE IN APARTHEID SOUTH AFRICA AND PROSPECTS FOR A DEMOCRATIC TRANSFORMATION".

Issues raised

- Paper traced the historical development of the concept of social welfare from the 19th century capitalist England - which was exported to S.A. and other British colonies - and using it to gain useful insights as to the prospects for a democratic transformation of the existing structure of social welfare services in a liberated South Africa.



- It traced the development of capitalist production in South Africa, which brought the differentiation of the rich and the poor.
- It identified the models of community development and social work as an export model for our situation and other African countries - ridden with contradictions.
- Democratic transformations in South Africa are to be based on the Freedom Charter, on profound changes in the pattern of control of the economy and radical land reform, substantial improvements in conditions of workers, with guaranteed employment and full trade union rights, and an intensive (comprehensive) social welfare programme .
- That a comprehensive and universal welfare programme can only come about with the state assuming the leading role, e.g. from a constitutional perspective - guaranteeing all citizens irrespective of race, colour, or creed to contribute to society and live in dignity and peace, and enjoy equal access to welfare services.

#### Issues raised and recommendations

- Contributions made concurred that the paper gave a correct historical perspective to the concept of social welfare, but felt that we need to adapt it to our conditions of national liberation.
- It was recommended that what we need to establish is social security to guarantee provision for our needs on a long term basis.
- That we shall need social welfare for our present situation and the transition period to solve various psycho-social and traumatic experiences brought about by the apartheid system.

CDE NOMBULELO HLATSHWAYO presented a paper on "THE ROLE OF SOCIAL WORKERS AT HOME TODAY".

The paper outlined the nature and conditions under which social workers work under apartheid and the various problems they encounter in their work.

It raised the following issues:

- Social workers are forced to perpetuate the system and not to address the causes of the problems.



- The need for social workers to redefine their tasks in the wake of the phase of struggle.
- Need to redefine the people's needs.
- Role, social workers have to play in dismantling apartheid social welfare services,
- Role played by concerned social workers in the present crisis and their link with the mass democratic movement.
- Need for the movement to harness the activities of progressive social workers.
- Need for the movement to address the problems of children who are now in our midst.

#### Issues raised in the discussion

- Need to reach out to all our people in need of assistance.
- Need to include in the SOMAFCO Curriculum aspects which will assist in adjusting to new environments and prevent the traumatization of children.
- Importance of delivery social services at the moment in view of the regimes schemes meant to dilute our struggle.
- Inadequate training of our social workers.
- Difficult conditions under which our social workers are trained and under the apartheid system.
- Need to organise social workers - to participate in the struggle for liberation.

CDE NOMAZIZI SOKUDELA delivered a paper on "SOCIAL SERVICE DELIVERY SYSTEM IN THE SOUTH AFRICAN BLACK SCHOOLS".

#### Issues raised

- Lack of commitment by the regime and the South African National Council of Child Welfare to address the social welfare needs of black children in the schools.



- The view of black social workers as early as 1972 that an honest social service delivery system in whatever area was impossible within the apartheid system.
- A brief history of black education viz. prior to the introduction of bantu education.
- The paper further identified the following problems affecting the education of blacks.
  - \* reluctance to educate girls by parents;
  - \* corporal punishment;
  - \* high rate of failures leading to drop outs!
  - \* disabilities arising from poverty and genocidal schemes of the regime;
  - \* lack of attention to children born with severe physical disabilities by society and the regime;
  - \* existing programmes for children which are in the hands of private organisations with little or no state involvement;
  - \* detentions, shootings and general harassment by the regime.
- Alternative programmes for Post Apartheid South Africa need to introduce a comprehensive social security policy.
- Need for a detailed and radical agenda for the organisation and delivery of social services. Central components of such a policy must include legislation, prioritization and cost effectiveness considerations - using the Freedom Charter as a guide.
- Need to pay special attention to the legal protection for the rights of the handicapped children and guarantee for the provisions of specialized educational programs.
- Need to train teachers for specialized education programs.
- To conduct a critical study of social welfare service programmes in countries like Cuba.

Issues raised in the discussion and recommendations

- Affirmative action needed to solve the problem of black education.



- Training in different fields of social welfare work.
- x - Close links<sup>s</sup> to be established between Health Workers and Social workers.
- Need to liaise with social workers at home.
- The seminar agreed with the various recommendations raised in the paper, e.g. policy on social welfare, care for the handicapped, comparative studies, etc.

Contribution made by CDE ADELAIDE TAMBO

Cde Adelaide made an unwritten contribution entitled: "SOCIAL WELFARE AND SOCIAL SERVICES: A JOURNEY INTO EXILE", and raised the following:

- Categories of people who come to exile.
- The various conditions underwhich South Africans grow up - of harsh parents, bullies at school, sense of insecurity created by the apartheid system.
- The need to establish a Department of Social Welfare Services - from which a nucleus of social services will spring.
- The need to establish social welfare services right at the entry points.
- The need to look after dependants of those who are in exile.
- Need for the movement to provide basic human needs to all its membership.
- Need to provide counselling for those in need of it.
- Need to provide basic needs to children.
- Need to train personnel in different fields of social welfare.
- Need to address the problem of misuse of power.
- Need to maintain unity within the movement and to care for one another.



- Need to address the problem of wife and girlfriend battering.
- Need to address issues like lesbianism and homosexuality.

Cde Adelaide also gave an outline of the paper prepared by the newly established Welfare Committee in the United Kingdom - entitled: "THE WORK OF THE WELFARE COMMITTEE IN THE U.K. REGION" - which raised the following:-

- The realisation by the RPC for the need to set up a welfare committee to cater for social needs of the membership ranging from: health, student welfare, clothing and general assistance, conditions of our workers, housing and mental well-being.

Issues raised in the discussion and recommendations

- Need to deliver adequate basic needs to all our people.
- Need to provide counselling to those in need of it by the Dept. of Social Welfare.
- Need to train personnel in all fields of social welfare - e.g. psychologists, social workers, psychiatrist, nutritionist, child care, etc., who will work full-time within our communities.
- Recommend for the coordination of social services and not to restrict it to few hands, e.g. the leadership.

CDE SHERRY Mc LEANS presented a paper on "MODELS OF WORK WITH CADRES IN THE MOVEMENT"

The paper outlined:

The fundamental ethos of social welfare within the national liberation movement on the commitment for equality in a caring, accepting and health environment and in line with the envisaged democratic South Africa. This requires commitment at all levels, tapping the potential of the community through community activation and participation, education, support and advice through self-help.

During discussions the following issues were raised:

- Emotional problems, in most cases, are caused by the lack of parental and family support. The unbalanced adult-child ratio in Mazimbu is also a causative factor for the emotional disturbances amongst the children.



- There is a glaring ignorance and lack of understanding of the nature of mental health problems amongst our communities and hence the, ineffective rehabilitative measures and programmes adopted.
- The potential for development amongst the women in the field of social welfare, and their participation in the related programme is not appreciated.
- There is lack of coordinated efforts in the delivery of social welfare services.
- The potential of social workers within the movement has not been tapped to the full.

The following recommendations as intervention strategies were identified:

- Group work for discussion of shared experiences as a form of support therapy.
- Training of group work leaders.
- Support in the form of counselling and training counsellors.
- Confidentiality as an effective tool for counselling.
- Positive rehabilitative measures.
- Need for trained personnel in nutrition, child care, and in the various fields related to psychiatry to work within the community giving support to those who have had short-term training courses.
- Coordination of the delivery of social welfare services.

#### PROBLEMS OF THE YOUTH AND SOCIAL WELFARE IN THE MOVEMENT

Cde Lyndall Shope presented this paper on behalf of the youth secretariat:

#### Issues raised:

- The seminar noted the absence of structures which handles the youth in the Mazimbu and recommended that the paper presented be sent to them and concrete follow-up be made to ensure that all issues raised are attended to.



- Need for regular briefings on the situation at home and within the movement is needed.
- Corrective measure rather than punitive measures must be employed to solve problems faced by the youth, bearing in mind the situation they come from, where law and order has broken down with no regard for authority; traumatic effects of apartheid on their lives and having to take adults' decisions at a tender age, etc.
- Need to include sex education as part of the curriculum in Mazimbu and the army. This could be introduced even at entry point, and should be complimented with organised recreational facilities.
- In assigning tasks or deploying the youth in the work of the movement inclinations and interests should be considered.
- It was recommended that the already established structures dealing with the youth should be strengthened.
- We need to engage all our youth in some form of activity to avoid idleness.
- We need to re-orientate the youth who complete their studies to understand their obligation to serve the people.
- We need to search for reasons why some students do not return upon completion and solve all problems arising from this.
- We need to involve our youth in decision-making and not regard them as children. Lessons can be drawn on the important role the youth is playing in MK structures and decision-making.
- There is need for the movement to establish children and youth centres, e.g. in Lusaka and Mazimbu where various political and recreational activities can be undertaken.



Social Welfare and Problems of Women (This paper was presented by CDE MAVIVI MANZINI ON BEHALF OF THE WOMEN'S SECRETARIAT.

Issues Raised

- Tripple-oppression of women - as they relate to the various problems they face.
- Political programmes directed at the women.
- Some of the basic needs of our women.
- The problems of institutionalisation of nursing mothers.
- Role of the entire movement in solving problems faced by women.
- Need for a multi-disiplinary approach to the solution of social welfare of women and children.
- Affirmative action as a process to solve problems faced by women.
- Sex education for both males and females in the movement.
- Need for upgrading educational and political level of women.

Recommendations

- Need for affirmative action to be taken - now and not wait for a liberated South Africa to solve the problems of women.
- Need to train women in various disciplines in order to reduce low self-concept and inferiority complex which encourage male supremacy over the women.
- Need to intergrate non-South African spouses into the movement - to solve problems of cultural shock which most of them face.



- Need to extend sex education to all members of the movement.
- Need to organise upgrading courses for our women and motivate them to take up such courses.
- Need for women to be encouraged and motivated to assert themselves within the structures of the movement and in life generally.

#### SOCIAL WELFARE AND HEALTH MATTERS

CDE RALPH MGIJIMA presented a paper on "NATURE OF SOCIAL WELFARE INSIDE SOUTH AFRICA", in which the following issues were highlighted:-

- The South African regime abdicates its responsibilities in the provision of social welfare services and relates this responsibility to privatization.
- Policy of apartheid as the very cause of social welfare problems through the separation of families, forced removals, detentions, bantu education, etc.
- Main components of the regime's welfare structures:- Welfare organisations; Voluntary, Statutory and Profit-making.
  - \* Socialand associated workers.
  - \* Policy-making structures; Statutory.
  - \* Training and research institutes.
- Features of the apartheid welfare system:
  - \* serving the apartheid ideology.
  - \* administrative structures dominated by whites to serve mainly the urban white - and does not reach rural areas.
  - \* based on differentiation, privatization and depoliticisation of the delivery of services from central government to regional and local levels.
  - \* the residual welfare model is oriented primarily to respond to the inhuman misery, hardships and disabilities produced by the apartheid system.
  - \* some progressive social workers have identified areas of change within the present social welfare system.



Issues raised from discussion and recommendations

- Seminar noted the problems in our country which have arisen because of the existence of the apartheid system and recommended that social welfare services be provided in the transitional period. A social security scheme for a future democratic South Africa be based on the Freedom Charter guidelines - THERE SHALL BE WORK AND SECURITY.
- The Movement needs to define policies of social welfare for a future South Africa to compliment the work already begun by democratic social workers - in re-orientating welfare organisations, etc.
- Multi-disciplinary approach to be applied in dealing with problems of a social welfare nature.
- To study social welfare system in the world in order to augment and develop discussions and debates taking place on the subject inside the country.
- Social workers should be conversant with policies of the Movement and they should look, study and research into existing social welfare structures in order to devise a viable social welfare service policy of the future non-racial democratic South Africa.

Paper presented by CDE FREDDY REDDY on "PSYCHO-SOCIAL EFFECTS ON LIFE IN EXILE".

The paper discussed the following:-

- Apartheid system as a cause of psycho-social problems, and resulting from forced removals, mass arrests, humiliation, war on the children, forced exile.
- Effects on children have been tremendous - e.g. loss of a sense of relationship with adults and anti-social behaviour, like prostitution.
- Different phases one undergoes in exile:- their characteristics and effects.
- Research conducted in Mazimbu.
- Some recommendations.



Issues raised during the discussions and recommendations

- Need to develop programmes geared towards re-establishing respect for authority amongst our children and youth.
- To pay attention to some of the problems which have arisen amongst our youth in exile, e.g. prostitution, including the loss of a sense of respect and relationship.
- Attention should be paid to the needs of those comrades who left South Africa in the 1960s - the veterans of our Movement.
- Special attention should be paid to instill in the youth the value OF WORK, AS WORK IS AN IMPORTANT COMPONENT FOR HUMAN DEVELOPMENT.
- The Health Department should find a way of screening the newly arrived to determine if they are mentally or/and physically fit before they are assigned tasks. Failure to do so may, in the end prove to be damaging to their health and could worsen their social problems. The screening of individuals who are enemy agents should be stepped up taking into account the sophisticated methods they use.
- False promises given to comrades about scholarships and treatment abroad had led to numerous frustrations. These should be avoided.
- A serious examination should be made into how we as a Movement effectively play the symbolic role of being parents in exile.
- Special avenues to ventilate suppressed emotions should be created. The effects of suppressed emotions could be realised even after 30 years.
- Communication links at all levels and between all sectors of our Movement need to be improved.
- Political activity and involvement should be reactivated in the life of SOMAFCO. For the last 3 years, this has been lacking.
- Information on tasks to be undertaken should be made available. Problems faced by the administration in this regard should also be made known in order to minimise frustrations and anxiety for those awaiting placement and deployment.



- Counter-productive expatriate activities could influence students negatively leading to conflict amongst them. Administrative structures should be alert to these.
- Corporal punishment as a method to correct misbehaviour should be stopped. Other methods should be evolved.
- Authority should not be abused.
- The problem of proper nutrition for children in the Movement should be addressed.
- More personnel in the field mental health care should be trained.
- Emphasis was laid on the need to provide periods of rest for the full time functionaries of the Movement.

Paper presented by VUYO MPUMLWANA on "FACTORS AFFECTING ADAPTATION AND MENTAL HEALTH AMONG MEMBERS OF THE ANC IN EXILE".

The paper was based on preliminary results from data analysis on recent research by the author amongst the Mazimbu and Dakawa residents.

It first outlined the various stages individuals undergo in exile -

- i) Honeymoon stage - arrival period
- ii) Crisis stage - coping with problems
- iii) Coping vs chronic stage

The results of the study show a pattern of psycho-pathology which was mostly predicted by neuroticism, other predictor variables included sex, health problems within the first six months after release from detention, psycho-ticism, dissimulation, negatively rated recently experienced events, perceived social support, and length of time in exile.

#### Recommendations

- Intervention strategies must be devised by the Dept. of Social Welfare to screen and gather psycho-social problems among new recruits before they are assigned to various duties.



- A counselling service is needed where comrades can relate their past and present experiences without being judged.
- More research should be done into our conditions for documentation and for providing guidelines on how to advance. We should not limit the research to only social welfare/psychiatric but we should include other disciplines as well. Studies carried out in SOMAFCO and Dakawa should be put into the SOMAFCO library for reference to assist future scholars
- Veterans should be given meaningful tasks and not only relegated to menial ones.

GDE BRIGITTE MABANDLA presented a paper on "SOCIAL WELFARE AND THE LAW: THE CODE OF CONDUCT AS A BASIS FOR PROJECTING RIGHTS ENVISAGED IN AN ANC SOCIAL WELFARE PROGRAMME".

Available social welfare services have to be examined against the background of the state policies. The prevailing state policies and legislation in South Africa for a basis for complete violation of human rights.

In examining and discussing the Code of Conduct the seminar observed that:

- The existing structures seem not to be able to cope with the delivering of social welfare services.
- The individuals need to subordinate their individual interests to those of the Movement and to the struggle for freedom.
- The concept of rights is never absolute but is guided by the objectives of the struggle; this equally applies to the concept of confidentiality within the context and concept of the struggle.
- NAT as an essential structure of the Movement was not adequately represented.
- There is need to respond to the sensitivities of implementing the Code of Conduct in order to identify some of its flaws.

The seminar went further to recommend:

- Closer links between the investigating and prosecuting structures of our Movement.



- Setting up of structures necessary for the implementation of the Code of Conduct.
- Development of rehabilitative programmes for the acquitted or pardoned.
- Devise mechanisms to inform the membership of those cadres who have been acquitted and pardoned in order to ensure their acceptance by the community and consequently their full participation in the struggle for freedom.

CDE P. MOLOTO presented a paper on: "SOCIAL WELFARE QUESTIONS IN MANPOWER WITHIN THE ANC: DEVELOPMENT OF MANPOWER DEVELOPMENT".

The author proposed that:

- Theme for the delivery of the welfare services amongst our ranks be summed up as "everything for the front and service to the people". Some of the constraints in implementing strategies for the attainment of this objective were outlined as follows:
  - \* Mystification of formal training, sometimes and often at the expense of utilising the on-the-job training programme for the acquisition of much needed skills.
  - \* Identifiable elitism amongst some of our cadres.
  - \* Shortage of effective manpower resulting in the mis-management of programmes and projects.

The seminar accordingly recommended:

- Review of the projects with the view of ascertaining that only the viable ones are financed.
- Education geared towards change of attitudes towards labour and work be an important component of training.
- Have a global ANC manpower needs and deployment possibilities.
- Examine the question of misdeployment which leads to mis-management and identify possible solutions.
- Study the causes of desertions and defections, devise and develop specific political persuasive methods to discourage them.



- Ensure regular consultations between departments and the Department of Manpower Development especially on the question of deployment of personnel taking into account the priorities and needs of the Movement and as far as possible inclinations and interests of the cadres of our Movement.
- Establish and consolidate control, by the Movement, over those under training to ensure their return, to serve in the Movement.
- Emulation in recognition of commendable performance of tasks.

CDE BABU SEPTEMBER presented a paper on the "ESTABLISHMENT AND RUNNING OF RESIDENTIAL CARE FACILITY FOR CHILDREN IN THE ANC".

In addressing the question of how far SOMAFCO, and especially the Primary School, has succeeded in the creation of the new cadre over the ten years, as raised in the presentation of the paper, the seminar had the following recommendations:

- The concept of the creation of the new cadre is a responsibility of each and every member of the Movement. There is need to actively involve the community in the running of the Mazimbu Complex.
- Consider the use of incentives as a means to improve the efficiency of performance by the staff in SOMAFCO.
- Legal formula to enlist the services of the staff for at least 2 years and thus prevent the high rate of staff turnover.
- Decision making structures and procedures at the HQ. of the Education Department to be strengthened.
- Bring problems to the attention of the leadership immediately and not wait for seminars.
- Encourage planned visits by the NEC to SOMAFCO, as opposed to crisis visits. During such visits consult with the administrative structures and the community.

Arrange holiday and rest opportunities for the staff in Mazimbu. Those not on full time deployment within the Movement to relieve the staff in Mazimbu. The ANC structure must assist those who want to do work in our settlement to participate, even on a part time basis.



- Identify special training possibilities for comrades who cannot cope with formal education.
- Enlist the services of veteran teachers to join the teaching staff in Mazimbu.
- Arrange programmes to train teachers for the identification of the retarded with the view to formulate specialized training programmes for them.
- Realise and accept that we need short term and long term solutions to the problems of social welfare. In this context agreed and recommended that:  
A multidisciplinary social welfare working committee be established and be given a specific time span for reporting back. Its tasks should be to:
  - i) identify immediate problems of a social welfare nature and offer solutions to these, in consultation with the relevant sectors of our Movement.
  - ii) formulate terms of reference for the establishment of the Dept. of Social Welfare, as a long term objective.
  - iii) coordinate work and discussions at regional level and with all departments.
  - iv) identify personnel at various levels.
  - v) work out mechanisms for the implementation of this workshop, including mechanisms for reporting back.
  - vi) identify training programmes and areas, in consultation with the departments of Manpower and Development and Education.

As realities at home will determine the welfare security structure should be created in a future South Africa, it is necessary to organise a workshop for social workers both inside and outside South Africa, with the view to exchange experience and formulate policy options on social welfare/security.

CDE ZONKE MAJODINA presented a paper on "PROBLEMS OF GROWTH AND DEVELOPMENT IN EXILE". The paper emphasized that for children to fulfil "age appropriate tasks" at different developmental ages they need parental protection and control which accords them stable conditions for normal growth and development. Children in exile experience loss or absence of family friends, and also a high stress load. These disruptive forces in the process of growth and development can lead to acute or chronic stress syndromes, in most cases with classical psychological symptoms. In considering the prevention of avoidable stress situations, identification and treatment of disturbed children, the following issues and recommendations were raised:

- Data collection on the backgrounds of our people in order to enlist appropriate coping mechanisms.
- To fully understand the conditions that predispose our people to stressful reactions, conducted research should be community based. In this regard therefore, qualified personnel need to live and work within our communities.
- Research should have a purpose and direction. It should be controlled by the Movement. Its main purpose must be for the prosecution of the struggle and to assist in decision making.



avoidable stress situations, identification and treatment of disturbed children, the following issues and recommendations were raised:

- Data collection on the backgrounds of our people in order to enlist appropriate coping mechanisms.
- To fully understand the conditions that predispose our people to stressful reactions, conducted research should be community based. In this regard therefore, qualified personnel need to live and work within our communities.
- Research should have a purpose and direction. It should be controlled by the Movement. Its main purpose must be for the prosecution of the struggle and to assist in decision making.
- In order not to arm the enemy with sensitive information and thus jeopardize our intentions and objectives, publication of information will have to be controlled by the Movement.
- A policy statement by the Movement on the subject and procedures for research is necessary.
- Comparative studies into mechanisms and strategies for solving problems of a social welfare nature by other countries with similar political persuasions as ourselves, should be undertaken.
- Varied activities including holiday, camp and the organisation of school magazines, with the involvement of children and the youth in their running.

"DAKAWA DEVELOPMENT CENTRE: HISTORY, PROBLEMS AND FUTURE PERSPECTIVES":  
W. NJOBE.

Dakawa was conceived as a developmental, orientation and rehabilitation centre. Regrettably this conception has over the years, been distorted by presenting Dakawa as an area for punishment and disciplinary action only. There is therefore an urgent need to change this image, by emphasising that Dakawa is a reception and developmental centre for the ANC cadres. To achieve this objective, it is necessary to:



- democratize the structures and procedures in the running and management of Dakawa.
- accord security the necessary assistance to enable it to carry out its tasks in a manner that creates an atmosphere of confidence in their work and friendship with the people. Courses and programmes for upgrading their skills should be part of this effort.
- encourage the presence of our trained personnel in Dakawa, to ensure a scientific implementation of orientation, rehabilitation and developmental programmes.

Improve the reception procedures for the students returning after completion.,

- study the community based rehabilitation programmes as conducted at the African Rehabilitation Centre in Zimbabwe by the ILO.
- review the system of separating the expectant girls from prospective father with the view to assist them to establish the support necessary for the expected child.

CDE MONTSI MOHALE, Chairman of the Regional Political Committee presented a paper on "SOCIAL WELFARE SERVICE TO THE VETERANS".

In presenting the paper, the author pointed out that the veterans mostly left in the early sixties and were not a homogenous group. They were recruited from the underground structures of the Movement soon after the ANC had been banned inside the country. The majority of these had a low level of education or none at all. They had not been psychologically prepared for long periods of exile life but were bound together by their political convictions and discipline. In the course of time they have lost contact with their families and have also aged. There is amongst them a feeling of being isolated and a general fear of what the future holds in store for them.

In considering measures to alleviate their problems, the following were recommended:

- *Appreciation*  
Application be given for the work they have performed over the years.



- Meaningful and active mobilization and deployment especially in the area of political education drawing from their past experiences.
- Identification of priorities in the sphere and delivery of welfare services to ensure that they are taken care of.
- Arrangement for training and upgrading programmes to enable them to acquire skills necessary for deployment.
- Consider them for regular and necessary medical attention.
- Intergration of the families of those veterans who have died.
- Location of the families and relatives of the veterans utilising the relevant structures of our Movement.
- Creation of better social conditions so that the mistakes that occurred in delivery welfare services to the veterans are not repeated.

COMRADE JUMAIMA MOTAUNG presented a paper on "SOCIAL WELFARE AND LOGISTICAL SUPPORT OF THE MEMBERSHIP IN THE ANC - DEPARTMENT OF LOGISTICS/REGIONAL TREASURY (LUSAKA):

- The paper outlined the situation in this region regarding the provision of housing, groceries, furniture, clothing, and transport.
- Renting of housing is very high and conditions in most of them are unsuitable for habitation.
- Transport is inadequate - especially for school going children.
- Basic needs of children not satisfied, e.g. provision of nutritious food, clothing.
- The population increase in the region, confounds these problems.

Issues and recommendations raised during the discussions

- Need to encourage cooperatives to lessen dependency on the Movement for basic needs.
- Need to involve various departments in determining basic needs, e.g. on special diet by the Health Department.



- Need to research on basic needs for our membership.
- Need for the community to be involved even on how to distribute material needs through meetings, seminars, etc.
- Need to improve conditions under which our cadres going home live in Lusaka.
- Need to distribute services equally without any favouritism, nepotism, etc.
- Need to employ a human and comradely approach by comrades dealing with logistics.
- Need to address needs of expectant mothers, children and the sick.
- Need to address the question of self-sufficiency in food production through the various projects we have established and to create income generating projects.
- Need to establish a system of accountability for good/material received from the logistics and to pay home visits to our residences by welfare and logistics officers.
- Question the effectiveness of the Community Health programmes by the Department of Health.
- Need to employ full time welfare officers attached to branches to liaise with the regional treasury on behalf of the branches, and reduce the work-load of the Regional Treasurer.
- Need to address the various needs of children - from birth up to school going, e.g. their clothing, food, recreational and cultural facilities, performance at school, etc.
- Need for prompt acknowledgement of material assistance, funds and goods received from donors by the Movement.

COMRADE THEMBA MALEKA presented a paper on "SOCIAL WELFARE AND LOGISTICAL SUPPORT IN THE WEST".



The main thrust of the paper was the strengthening of the existing structures, regional levels. It noted, with regret the rigid departmentalization within the Movement especially at headquarters. Ways and methods explored for solving the social welfare problems in the west were outlined. Special recommendations to meet the needs of the ignored were highlighted.

It further expressed concern on the fact that personnel sent for training from Angola, do not return to base after completion.

During the discussions certain issues were raised by way of recommendations:

- All sectors and structural formations of our Movement need to have dynamic and regular consultations with Military HQ. in order to fathom the magnitude of the problems and together formulate strategies for solutions.
- The existing structures in the West need to be strengthened, especially the health sector.
- Members of our Movement need to be educated on their rights and obligations.
- Assistance in the registration of ANC children in the West in order to facilitate the distribution of their logistical and material needs and finally to transfer the families to Morogoro.
- The Department of Culture and Information and Publicity to seriously address the questions of the cultural, recreational and publications needs of the comrades in Angola.
- Counselling for the comrades in the West, to prepare them for education and training, including demobilization, when necessary.
- Injured and disabled comrades need special attention, provision of possibilities for their re-integration into the all-round activities within our Movement, taking into account the right to employment.
- The need for trained personnel to work within the ranks of MK. The seminar recommended that in training personnel, the ANC should take into account specific needs of the army.



### CLOSING SESSION

In closing Cde G. Shope, member of the NEC and Head of the Women's Section congratulated both the organisers and participants of the seminar. The envisaged Department of Social Welfare, is yet another positive way of responding to the demands of our people and the revolution.

The research gone into and discussions during the seminar were a clear indication that there was a concerted drive to identify the root of the problems of a social welfare nature with the view to develop strategies for their solution. To a large extent solutions to these would depend on the cooperation and coordination by all sectors of our Movement.

She identified the following issues to be addressed in the delivery of social welfare services:

- Special attention for the children.
- Care for the young.
- Education and development of the potential of both the young and old.
- Adequate health facilities, with special attention to preventive measures.
- Care for the aged and disabled in appreciation of their tried, tested and committed contribution in the prosecution of our struggle.
- The recognition of women as an important component of the revolution.
- The intergration of the youth as full participants in society.
- The importance of traditional and cultural background as a basis for the development of viable social welfare policies.
- Coordination of efforts especially between the social and health workers.

Furthermore, she noted that the success of the seminar would be measured by the extent to which the recommendations would be implemented. The role of research to ensure a scientific approach to the solution of social welfare problems was equally stressed. In this light she called for research of OUR PEOPLE, BY OUR PEOPLE, AND MOST IMPORTANT OF ALL, FOR OUR PEOPLE.

\*\*\*\*\*