

TRANSFORM NEWSLETTER



Highlights | Issue No. 3 | December 2019



Members of the Transform Initiative during the Global Social Protection Week in Geneva. From Left Luca Pellerano (ILO), Bessie Msusa (Ministry of Finance, Economic Planning and Development of Malawi), Patience Matandiko (ILO Lusaka), Marialaura Ena (Transform Coordinator), Andre Bongestabs (ILO Malawi). At the bottom from the Left is Mariana Balboni (IPC - IG) and Laurent Kansinjiro (Ministry of Gender, Children, Disability and Social Welfare of Malawi).

Message from the Coordination Hub

2019 has ended as TRANSFORM continues its progress towards high quality social protection capacity building and leadership across the continent! So far, TRANSFORM journey has trained more than 1000 social protection practitioners at national and sub-national levels in the African region to improve the design, effectiveness and efficiency of social protection systems. Since 2018, more than 1000 participants have been trained, on both online and face to face applications covering 13 countries. We would like to express gratitude towards Irish Aid for its generous support, which has made various applications as well as the expansion of Transform curriculum possible. Irish Aid's support has also contributed to the expansion and strengthening of the Master Trainers' community.

In the past 7 months, 8 trainings took place at both national and district level in Zambia and Ghana, including a piloting training of the 3 Day in-depth module on Governance and Coordination. The training draw participants from various government ministries including civil society, workers and employers' representatives perfecting it and strengthening the capacity of our Master Trainers to deliver.

To our Master Trainers, thank you for being the heart and soul of the transform initiative by applying your hard work and passion that has been extended across the African continent, as well as the members of the TRANSFORM Advisory Board that continue to guide the initiative through creative ideas and innovation.

Lastly, we are happy to introduce our new TRANSFORM Coordinator based at ILO in Lusaka, Ms. Marialaura Ena, who joined the coordination hub in October and has already plunged into the on-going work around institutionalization efforts, the evaluation, translation of modules into new languages, new content and of course, much more.

TRANSFORM Results so Far

39 trainings in **13** countries & online;

1178 participants;

44 English and Portuguese Master trainers from **13** countries in Africa





TRANSFORM Social Protection Leadership and Transformation Training on 'Governance and Coordination', Zambia, August 2019

TRANSFORM WEBSITE LAUNCHED

With support from the ILO Social Protection Department in Geneva, we are excited to launch the TRANSFORM WEBSITE which gives you access to all information related to Transform such as master trainers profiles, stories of transformation, documentaries, upcoming events and many more. To access this website, please click on the link: <https://transformsp.org/>

Please do share with us your feedback on our new website will be appreciated.

WE ARE TRANSFORMED: Voices from the Governance and Coordination Application

A TRANSFORM national training on Governance and Coordination organized by the ILO draw participation from various line ministries and coordinating offices involved in the planning and implementation of social protection programmes. Below is some of the feedback that emerged during and after the training:

"This training is particularly relevant for my ministry whose core mandate is to take a lead on coordination efforts in the implementation of all cluster programmes in the Zambia Seventh National Development Plan. Social Protection is part of the cluster on reducing poverty and vulnerability, therefore, the training has given me insights on how stakeholders can work together to ensure optimal results."

Mr. Alick Mulamushe, Senior Planner from Ministry of National Development Planning

"The absence of such capacity building programmes results in duplications of efforts with little or no impact. I plan to share with management of the Office of the Vice President on the challenges the sector is currently facing and devise ways to overcome such challenges. As an office, we are the cluster chair on reducing poverty and vulnerability"

Mr. Dominic Kangonga, Senior Planner from Office of the Vice President

"My mind has been transformed in recognizing Social Protection as a holistic approach guaranteeing beneficiaries access to safety nets focused on reducing poverty and improving their livelihoods. "

Ms. Clara Kateule, Senior Officer, Ministry of Community Development and Social Services



Participants engage in interactive activities during the Transform Training on 'Governance and Coordination', Zambia, August, 2019

What's New!

- 5-Day National Application
5-Day National Application in Tanzania, Namibia, Sao Tome scheduled 2020
- E -Transform Application scheduled for 1st Quarter of 2020. Click [here](#) to create an account and apply.
- Translation of Transform materials in Arabic is in progress.
- Training of Trainers is planned for 2020... more details to follow in the next issue.

Transform Formative Evaluation and M&E Framework

After about 2 years, TRANSFORM has conducted over 35 live applications in 13 countries as well as four online E-TRANSFORM runs. Over 1000 practitioners primarily from Africa as well as other countries beyond the continent have gone through the training. As such, the TRANSFORM Advisory Group and Coordination Hub are seeking to understand better and measure the impact of these trainings, and whether the initiative is indeed contributing to strengthening social protection knowledge, capacity and leadership in Africa.

Therefore, a consultant has been engaged by the Coordination Hub to support the strategic review of the Transform Initiative. This review will assist the project to look back on what has been achieved and look forward to where TRANSFORM can maximize its impact within the region. In addition to this key focus, the assignment will provide the project with a specific Monitoring and Evaluation framework that would assist in the reporting of activities and outcomes. Both products will be further reviewed and validated by key Transform stakeholders during a strategic review workshop, planned to be held by March 2020.

Although TRANSFORM has gained wide visibility within global and regional social protection fora, the team believed in the need to make this effort more systematic through a communication strategy. Communication materials produced to date – such as videos, brochures and leaflet, websites on the socialprotection.org and Transform online platform will be revised so as to ensure that these tools, as well as new ones, speak to the real objectives and goals of the initiative. This assignment on M&E and Communication is set to be conducted in the first quarter of 2020.

Shock Responsive Social Protection Content for TRANSFORM

In light of the various natural and man-made disasters which have struck and continue to affect the continent, demand for improved shock-response is increasing. Stakeholders in the development and humanitarian sectors are acknowledging the untapped potential of social protection to play an important role in improving the efficiency and effectiveness of shock responses. A growing body of work on Shock Responsive Social Protection (SRSP) is being produced, and the TRANSFORM Advisory Board and its partners have been increasingly wary on the need to integrate SRSP into the curriculum, and even to develop specific in-depth training materials on this topic. This would permit participants – African Social Protection practitioners – to have a better understanding of the types of shocks that can have drastic consequences on the lives of millions, and methods for increasing the resilience and preparedness for humanitarian and disaster responses using components of SP systems.

As such, with support from WFP Malawi and UNICEF Malawi, two global experts – respectively on SRSP and adult learning – are developing a three-day in-depth curriculum on SRSP and run a first pilot application to test the material. Work is in progress led by a core team of experts and facilitated by the two consultants, with other 24 practitioners from a number of international agencies are engaged in its revision.

As the first step in the development of the module, a draft base document was produced and circulated for the review of all involved. This was followed by an initial write-shop for the module, conducted in Lilongwe, Malawi, from the 19th-21st November 2019, where the overall structure and learning objectives of the base document and 3-day application were discussed by participants in person or connected via an interactive video-conferencing method.

It is expected that materials should be finalized by end of March 2020 with first and second pilot taking place between end of March and beginning of April. The pilot applications are also expected to inform how best the SRSP content can be incorporated into the standard Transform 5-day curriculum.

For any further information, please do not hesitate to contact us at transform_socialprotection@ilo.org.

TRANSFORM—Building Social Protection Floors in Africa!

Contact Us/ Know More

- For information about TRANSFORM contact the secretariat via email at: transform_socialprotection@ilo.org
- Visit us on the web at: <https://transformsp.org/>
- Watch Video on TRANSFORM's methodology and approach on: <https://youtu.be/m11GaFF3EUc>
- Visit us for further information on: <https://socialprotection.org/connect/stakeholders/transform>

What is TRANSFORM?

WHAT IS TRANSFORM?

TRANSFORM is an innovative learning package on the administration of national social protection floors in Africa. It encompasses learning materials and methods for adult learning, to help decision makers and practitioners take ownership in building national social protection systems through continuous learning and reflective practice.

WHY TRANSFORM?

Transforming social protection systems requires more than absorbing pre-fabricated knowledge, to fill heads with any given content. Learning requires the ability to grapple with complexity of social and human elements in specific contexts, to stimulate creativity and innovation to solve emerging new problems, to appreciate diversity and uniqueness of each situation, to be involved and take ownership in change and transformation – elements which are at least as important as the factual knowledge itself. This learning package aims at just that: Transform!

OBJECTIVES OF TRANSFORM

To build critical thinking and capacities of policy makers and practitioners at national and decentralized levels to improve the design, governance and administration of social protection systems.

TARGET GROUPS

TRANSFORM is targeted at practitioners in the field of social protection looking to enrich their knowledge base and embark in a leadership and transformation process. The package aims at three different “user groups”: Political level - political decision making, Senior technical - strategic level, Mid-lower technical operational level.

An inter-agency initiative promoted by



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