

# TRANSFORM NEWSLETTER

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Photo credit: Stanfield Michelo

Participants during the TRANSFORM District Training in Blantyre, Malawi.

## Message from the Coordination hub

As we are approaching year-end, we would like to take stock of the lessons learnt throughout this unusual 2020, where the TRANSFORM initiative just as every other social development programme, has been impacted by the COVID 19 pandemic.

Despite the meeting and travel restrictions, we have managed to progress activities by adapting to this "new normal" through innovative learning formats. For instance, we have adapted the regular Training of Trainers' curriculum to an online format and delivered it throughout an 8-week period through the interactive platform provided by TRANSFORM partners socialprotection.org. This has allowed 13 social protection experts from French and Arabic-speaking countries of Africa to complete their first step as candidate Master Trainers. With their accreditation progressively completed in 2021, we hope the curriculum will be widely utilised across Africa, responding to existing significant demand.

We have steadily progressed the revision and update of the TRANSFORM curriculum by launching the new Shock Responsive Social Protection Module in August 2020 and a technical team is currently overseeing its adaptation for online delivery for piloting in the first quarter of next year. Supported by this new addition to the TRANSFORM body of knowledge, we have been able to contribute to the Global E-Conference "Turning the COVID-19 crisis into an opportunity: What's next for social protection?" held in October on the socialprotection.org platform (<https://socialprotection.org/discover/events/e-conference-turning-covid-19-crisis-opportunity-what%E2%80%99s-next-social-protection>).

Since July, some countries have managed to hold live trainings, taking into account the necessary safety prescriptions. Namely, UNICEF and ILO Tanzania have supported two trainings at national and district level, the latter spearheading utilisation of a translated curriculum in Swahili. ILO Malawi is currently undertaking various District trainings with support by GIZ and Irish Aid.

Last but not least, the TRANSFORM Advisory Group has also renewed its governance structure by agreeing on the establishment of a smaller Steering Committee (SC) to support the Hub in the implementation of its Annual Work Plan. The first group of SC members nominated by consensus are ILO, UNICEF, UNDP and IPC-IG as well as a Master Trainer representative. The AG has also welcomed new members this year including WFP and most recently FAO.

We would like to thank the TRANSFORM community for their enthusiasm and continuous support. Let's keep up the momentum in 2021!

Best wishes for the Festive Season from the TRANSFORM Coordination Hub!

## TRANSFORM Stats & Facts

- **53** trainings in **12** countries
- **6** E-TRANSFORM courses
- **1456** participants
- **44** Anglophone and Lusophone Master Trainers from **15** countries in Africa
- **5** In-depth Technical Modules, including new Shock Responsive Social Protection (SRSP)
- Standard curriculum available in 4 Languages: English, Portuguese, French and Arabic



Participants engage during the TRANSFORM District Training in Dodoma, Tanzania

## Transform Social Protection District Training in Dodoma, Tanzania

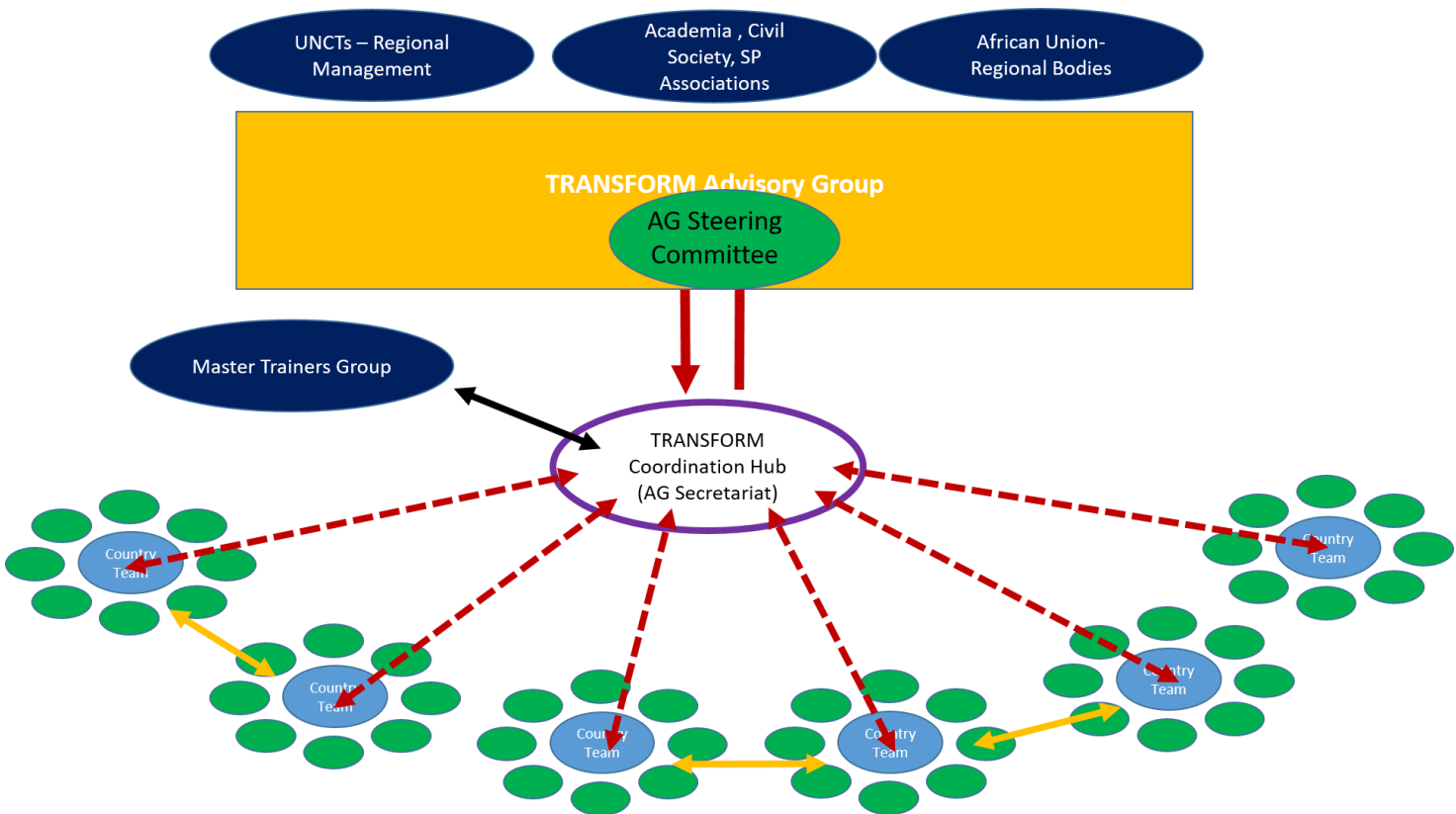
The Tanzania Social Action Fund (TASAF) with the support of ILO Tanzania organized a 5-Day TRANSFORM District level training was held in Capital City Dodoma from 9th -13th November, targeting 35 Government officials at both national, regional and district level. The training focused specifically on District-level coordinators of the Productive Social Safety Net (PSSN) Program, which is about to roll out the implementation of the PSSN II phase.

Organisers expected that TRANSFORM would benefit the participants from various institutions in not only influencing policy change or reorganization of mechanisms for social protection but also in practicing greater coordination at district level. Participants drawn from Morogoro, Iringa, Dodoma and Singida. Master Trainers from Tanzania and Kenya were able to facilitate the discussion in both English and Swahili. This was a positive test in view of the forthcoming translation of the District module in Swahili to facilitate nation-wide rollout. There were also representatives from the Prime Minister's Office, Labor, Youth, Employment and Persons with Disabilities as well as Trade Unions. More than 70% of the participants rated the training as excellent in relation to meeting their expectations.

## What's New!

- Shock Responsive Social Protection In-depth Module is OUT! Learn more on [https://transformsp.org/learningresources/governance-module-2/?et\\_fb=1&PageSpeed=off](https://transformsp.org/learningresources/governance-module-2/?et_fb=1&PageSpeed=off) and <https://transformsp.org/wp-content/uploads/2020/09/interactive-contents- v4 linked.pdf>
- SRSP Online Course under development will be translated in French by early 2021.
- Revised 2-day condensed TRANSFORM package, targeted at Senior Officials is available.
- In Progress: TRANSFORM Leadership and Change Management and Financing and Financial Management in-depth module



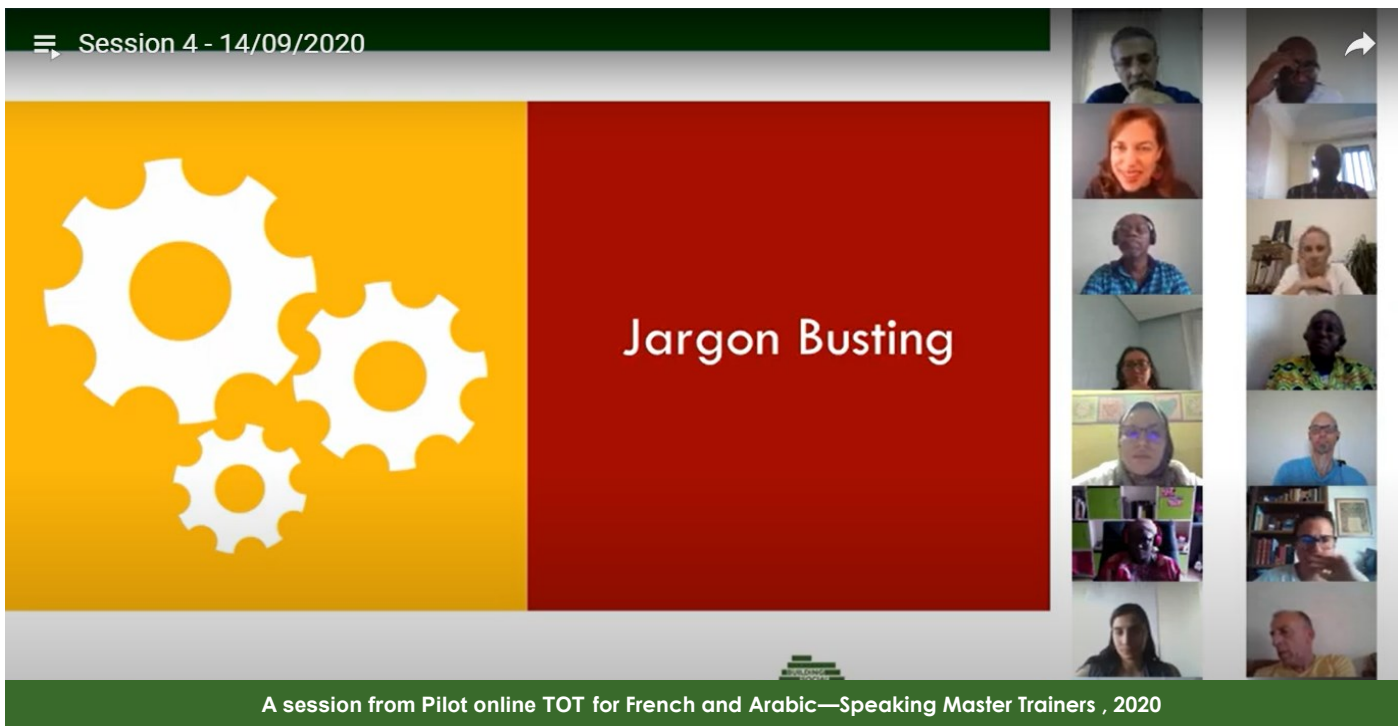


## Revision of the Governance Structure of Transform

In July 2020, the Transform Advisory Group completed the review of its original Terms of Reference and established of a smaller sub-group – the Steering Committee – tasked to provide strategic oversight, guidance and administrative support to the Coordination Hub in the planning and implementation of its annual work plans. The need for a smaller structure to support effective decision-making was discussed during previous AG meetings, in consideration of its growing membership and the significant increase in visibility and relevance of the Transform initiative in the past couple of years. AG members were asked to submit expressions of interest to be part of the Steering Committee, outlining alignment with a set of criteria meant to ensure familiarity with the initiative and its governance structure, recognition of sustained technical and financial contributions as well as commitment to support its development and promotion at regional level in the future.

During the Advisory Group meeting held in July, the following members were elected by consensus to spearhead the first Steering Committee: ILO, UNICEF, UNDP and IPC-IG as well as a representative of the Master Trainers group nominated by their four representatives. The Steering Committee has since met twice to discuss preparation of the 2021 Transform work plan, share views and advising the Hub timely on administrative and technical matters. AG members have agreed to review membership of the SC by consensus on a two-year basis. In the meanwhile, current SC members will continue to update the AG regularly and seek their approval on matters of common interest, such as acceptance of new members.

Indeed, FAO was officially welcomed to become the newest member of the Transform AG in the recent December meeting, while UNU –Merit and FCDO who attended for the first time are also considering joining soon. Last but not least, the Terms of Reference for the ILO Lusaka- Transform based Coordination Hub as well as Roles and Responsibilities for the Master Trainer representatives have also been developed for internal guidance and reference and to support and recognise past, present and future collaboration by a number of committed individuals to the promotion and development of the initiative.



## Pilot Online TOT for French and Arabic-speaking Master Trainers

In March 2020, the Transform community – including Master Trainers as well as Advisory Group members and the ILO Lusaka-based Co-ordination Hub – consolidated key priorities for the current programming cycle. First out of the four priorities identified was the support to TRANSFORM's expansion across Africa, focusing specifically on French- and Arabic-speaking countries, where applications have not started as yet. To this purpose and despite the severe limitations on Transform activities due to COVID 19-related travel and meetings' restrictions, the Coordination Hub developed and launched a pilot online run of the Transform Training of Trainers (ToT). The course, designed and co-facilitated with the support of a learning expert and a senior Master Trainer, ran for 8 weeks from September until November 2020, thanks to the generous support of Irish Aid partnership with ILO.

Candidate Master Trainers (MTs), including 8 French-speaking and 4 Arabic-speaking social protection experts, were selected by the Hub and facilitators based on the recommendation by UN Regional Social Protection teams across the two regions of West and Northern Africa. The new cohort consists of Social Protection professionals, with previous experience in training and facilitation and various levels of familiarity with the Transform initiative and the curriculum. Facilitators coached candidate MTs to deliver activities and lectures extracted from the regular curriculum and adapted for utilisation on the online platform supported by socialprotection.org. Candidate MTs were each assigned two to three lectures and activities to facilitate, with the objective of equipping them for live applications.

The results of feedback questionnaire as well as self-assessment completed by the candidate Master Trainers indicate that the pilot online ToT fully achieved its two-fold objective: a) provide MTs with the necessary facilitation and training skills to deliver Transform live applications according to its specific focus and methodology, as well as b) support the establishment of a new community of French and Arabic MTs. Finally, Master Trainers also volunteered to review the content of the package in the two languages to validate the quality of the translation and provide recommendations for review, as needed.

We welcome the new Cohort to the Transform family and we look forward for the opportunity of them delivering the courses in the New Year, thus gaining their full accreditation as Master Trainers.

## The Master Trainer's Journey



### **Rania AbdelNaeem (Egypt) – My experience in the online TRANSFORM**

My enrolment in the virtual TRANSFORM TOT made me realize to what extent social protection knowledge can transcend beyond borders, and how applicable it is beyond the MENA region, where I live and work. This was reflected in the group discussions and activities, in which all participants were speaking of opportunities and challenges in the social protection domain in their own countries similar to those encountered in the Middle East. Not only was the course informative in terms of knowledge delivery, but also interactive, giving participants safe space for personal reflection and building, hopefully, long-lasting relationships with like-minded MTs across the African continent. It was a great experience.



### **Aminata Bakouan Traore' (Cote d'Ivoire) – My experience in the online TRANSFORM TOT**

Though online, the e-TOT was very interactive and enriching both humanly and professionally. Social protection experts in the West Africa and MENA regions shared their unique experience, and we all got to learn from each other, under the wise guidance of experienced facilitators. TRANSFORM is unique in the sense that it uses adult-learning techniques and materials that actively involves participants in every activity, making them the primary resource of the training. Today, together with the other e-TOT participants, we make up the future French and Arabic speaking TRANSFORM Master Trainers, hopefully the beginning of a journey that will give birth to a stronger and larger community of Trainers.

## **Launch of new e-facilitator course**

During this difficult year, great part of Transform activities have continued through online modalities: in March 2020, the 5<sup>th</sup> run of E-Transform was launched, targeting specifically national and regional training institutes; in August, the 6<sup>th</sup> round started with participants selected mainly from Government and aid agencies based in West and Northern Africa. The online ToT also was recently completed in November 2020 and a technical team consisting of Transform member agencies is currently working on the development of the online pilot of the Shock Responsive Social Protection course.

This progress made it clear that in order to keep the momentum, Transform needs to expand its existing cohort of e-Facilitators for forthcoming online courses. To this purpose, the UNDP Regional Centre for Africa is currently supporting IPC-IG – [socialprotection.org](https://socialprotection.org) to run an e-facilitators training course for 10 accredited and candidate Master Trainers across the 4 language groups. The course – articulated in 4 weeks of online tuition - started in mid-November and will continue with a practical application during the forthcoming 7<sup>th</sup> round of E-Transform, scheduled for January till March 2021. During this E-Transform, the candidate e-facilitators will observe and participate in the course to learn directly from the interaction between course participants and experienced e-facilitators.

Feedback from participants and facilitators has already been enthusiastic! Let's hear from Marina Carvalho, one of the facilitators at [Socialprotection.org](https://socialprotection.org) and Patrick Ngwila, one of the participants and Transform Master Trainer.

## Launch of new e-facilitator course— Feedback from E-facilitators and Organizers



### Patrick Ngwila—Social Protection Expert

The course was both inspiring and thought provoking. I would encourage my colleagues in the team to abide by the principles of e-facilitation good practices by taking genuine interest to understand student's circumstances, country context and by mastering course environment and contents. These are essential pillars of the program success.



### Marina Carvalho— My experience in the e-TRANSFORM TOT

The e-facilitators training is a unique opportunity for Master Trainers interested in engaging with the online version of the TRANSFORM course to obtain the necessary understanding of its dynamics, including the tasks to be performed and technical aspects of the virtual platform. By the end of the training, they are able to identify ways to promote discussion and virtual cooperation among participants and to overcome the potential challenges of online facilitation.

## Global e-Conference: “Turning the COVID-19 crisis into an opportunity: What’s next for Social Protection?”

As an important partner of the [socialprotection.org](https://socialprotection.org) platform, the TRANSFORM Coordination Hub based at ILO Lusaka was invited to contribute to the Global E-Conference “Turning the COVID-19 crisis into an opportunity: What's next for social protection?” which took place on October 5,6 and 8.

The e-conference provided an opportunity for taking stock, exchanging information and facilitating learning on social protection responses to COVID-19. It also offered a moment to brainstorm about the future of social protection in the context of the global pandemic. The virtual event comprised a mix of panels and collaborative interactive sessions to encourage peer-to-peer debate around creative solutions to current challenges.

The TRANSFORM Coordination Hub held a virtual booth on October 6th (<https://socialprotection.org/e-conference-turning-covid-19-crisis-opportunity-whats-next-social-protection>), using a page on the platform to showcase our key results, particularly in reference to COVID 19 response through materials in various formats, such as publications, videos etc. Specifically, this was an opportunity to disseminate amongst a wide audience the newest TRANSFORM Base Document on Shock Responsive Social Protection, jointly developed with WFP and UNICEF and with financial support from UK-FCDO. The Hub, with support from various Master Trainers, also presented the initiative again in a live discussion facilitated in a ‘meet the expert’ format. This was an opportunity to provide overall information about the TRANSFORM capacity building initiative as well as specifically on the online SRSP training module, whose development is ongoing and expected to be finalised by end of 2020.

Furthermore, the Hub mobilised partners and colleagues involved in the COVID-19 response in the region to share their experience and lessons learnt during two “Clinics” hosted on October 6th on the theme of “Preparing our social protection sector for future shocks in times of COVID-19 and beyond, working alongside the humanitarian sector”. The Clinic, co-hosted by TRANSFORM with the Social Protection in Crisis Context Online Community, SPACE (Social Protection Approached to COVID-19) and the Grand Bargain Cash Sub-Group on Linking SP and HCTs, was attended by UNICEF Zambia, WFP Malawi, and Master Trainers from Kenya, Zambia and Ethiopia as well as the Coordination Hub on behalf of the TRANSFORM initiative. In actual TRANSFORM style, the Clinics aimed to provide tailored peer-to-peer advice on specific practical questions related to the design and implementation of social protection responses to COVID-19. Recordings of both sessions are available here: <https://socialprotection.org/e-conference-turning-covid-19-crisis-opportunity-whats-next-social-protection>.

## Contact Us/Get to Know More about TRANSFORM

- For information about TRANSFORM **contact** the secretariat **via email at:** [transform\\_socialprotection@ilo.org](mailto:transform_socialprotection@ilo.org)
- Visit us on the web at: <https://transformsp.org> and <https://www.socialprotection.org/connect/stakeholders/transform>
- Watch Video on TRANSFORM's methodology and approach on: <https://youtu.be/m11GaFF3EUc>

## Basics of TRANSFORM

### WHAT IS TRANSFORM?

TRANSFORM is a Leadership and Transformation Learning Package on Building and Managing 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



Funded by

