

# TRANSFORM NEWSLETTER



HIGHLIGHTS

ISSUE NO.6

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## STATS & FACTS

**59** Trainings in person in **12** countries

**7** E-TRANSFORM courses

**1614** Participants

**31** Anglophone and Lusophone Master Trainers from **16** countries in Africa

**5** In-depth Technical Modules



Group discussion during the Pilot Arabic Introductory TRANSFORM Training in Khartoum, Sudan

Photo credit: Abdelwahab Atif Abdelhai Mohamed

## MESSAGE FROM THE COORDINATION HUB

The first half of 2021 has brought important new development to the TRANSFORM Initiative. As a start, two new members have joined the Advisory Group officially, FAO and UNU- MERIT, extending the membership to 12 organisations, represented by 32 individuals. Since April, the Steering Committee has supported the Hub in moving forward several streams of work of regional relevance, including the finalisation and launch of the online TRANSFORM Shock Responsive Social Protection Module; the preparation of the new Module on Transformational Leadership and Change Management; the preparation of a new blended format with both digital and face-to-face training; and finally the drafting of a Protocol to guide future revisions and development of the curriculum. UNICEF ESARO, current Chair of the Advisory Group, has started preparation to support mainstreaming of gender and inclusion in the Curriculum, in line with the Hub's work plan.

Several trainings have taken place, despite the significant limitations still related to COVID-19 restrictions. In addition to the 7th edition of the E-Transform and a new round of e-facilitators training – both supported by UNDP- we have piloted the new SRSP online course (see article below) with both Malawian and Zambian Government officials. Two Master Trainers who attended the virtual TOT in 2020 have received accreditation, by successfully delivering training in Ghana and in Sudan.

In the latter, with support from ILO country office and technical assistance provided by ILO Beirut and ILO Lusaka, we have piloted the TRANSFORM Curriculum in Arabic, with very positive feedback from organisers and participants. This is only the first step in further implementation of TRANSFORM in Arabic-speaking countries in Africa and the Middle East which will hopefully bring about further opportunities and development for the initiative in the region. After a long gap, new trainings in Portuguese are planned and have taken place respectively in Angola and Mozambique and we hope other countries will soon follow suit.

Last but certainly not least, we have completed a monitoring exercise seeking to assess the results achieved against the TRANSFORM M&E Framework consolidated in March 2020 during the Strategic Review Workshop. The main findings indicate that:

- The overwhelming majority of TRANSFORM participants (98%) report enhanced technical social protection knowledge and skills further to the trainings;
- Majority of participants (65%) also indicated to have been able to apply the learning gained in the management of their respective social protection programmes;
- Amongst respondents from the Advisory Group and in-country implementing partners, over 85% rated TRANSFORM amongst the top two training initiatives available for social protection practitioners in the region.
- In terms of financial and institutional sustainability of the initiative, several agencies have included TRANSFORM trainings in their work plans and funding proposals for 2021 and 2022 and significant steps forward have been undertaken in Ghana and Malawi to strengthen institutionalisation of the initiative in national institutes. While most of the credit for this progress goes to the efforts spent by in-country partners, a more cohesive effort is needed on the part of the governance structure as a whole to ensure TRANSFORM sustainability in the long term.

We remain grateful for the efforts of partners, donors, colleagues and TRANSFORM Master Trainers which contribute to make Transformative Leadership in Social Protection a reality every day! Best wishes for a happier and safer continuation of 2021 from the TRANSFORM Coordination Hub.

## WHATS NEW!

1

New TRANSFORM training materials available for application include: 1) Online SRSP Course; 2) French version of the SRSP Module; 3) Revised French 5 Day Introductory Curriculum; 4) 3-day Financing and Financial Management Module (to be piloted in September 2021).

2

Established new ADVISORY GROUP for TRANSFORM in the MENA region: Based on the mandate given by the Issue Based Coalition of Social Protection in MENA, and building on the positive experience of TRANSFORM Africa, the regional offices of ILO, UNICEF, UNDP and WFP have constituted an Advisory Group to guide and provide oversight to the development of the TRANSFORM initiative in the MENA region. The first meeting of the newly constituted AG was held on June 11th, 2021.

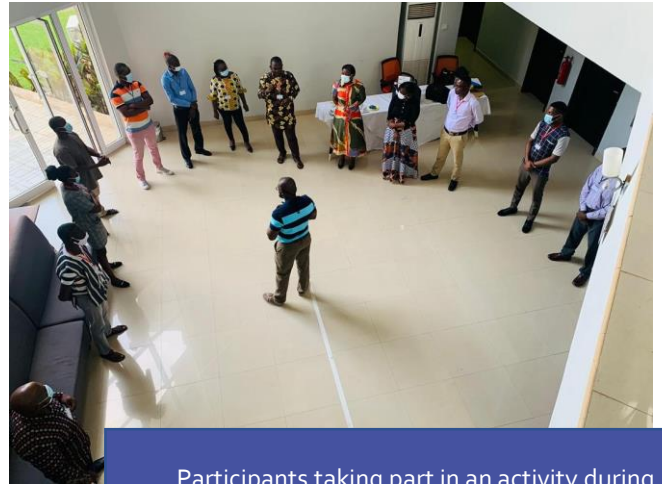
3

New TRANSFORM communication materials are available: Please download our [new TRANSFORM brochure](#) that provides in-depth information about the TRANSFORM initiative; its training modules, history, governance, partnerships and achievements made so far. Stay tuned for our forthcoming new look for the TRANSFORM WEBSITE.

## TRANSFORM TRAINING IN GHANA

A 5 day and 2 day TRANSFORM training was held in Ghana from May 24th to 28th, and May 31st to June 1st 2021 in Accra, Ghana respectively. 24 participants attended the 5-Day application and 19 participants for the 2-Day Policy level application. The trainings were organized through technical support from SEND Ghana, UNICEF and financial support from the European Union through the Ghana Employment and Social Protection Programme. The participants were drawn from Civil Society, Non-Governmental Organisations, academia, the media, and Government institutions.

From the perspective of the Master Trainers, participants were very active and enthusiastic about the curriculum. They were fully engaged throughout the two consecutive trainings. Many appreciated the concept of looking at Social Protection from a systems perspective as opposed to programme lens, with the various components linked to each other symbiotically. Participants highlighted that, this approach underscores the need for all stakeholders to work in partnership to ensure a comprehensive system to enhance effectiveness and efficiency in service delivery and implementation of their various social protection programmes.



Participants taking part in an activity during the TRANSFORM training in Ghana.

Photo credit: SEND Ghana

## TESTIMONIALS



Victor Ogharanduku, Master Trainer



The Social protection TRANSFORM training in Ghana was really a transformative experience for me, especially my world view of social protection and the challenges confronting its development in Africa

Victor Ogharanduku, Master Trainer



# PILOT OF THE TRANSFORM SHOCK RESPONSIVE SOCIAL PROTECTION ONLINE COURSE

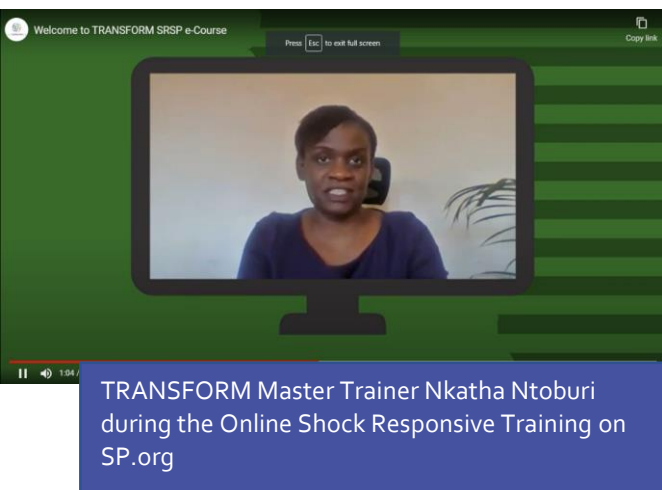
The International Labour Organization (ILO) in collaboration with United Nations Children's Fund (UNICEF) and World Food Programme (WFP) and cooperating partners have developed the new TRANSFORM online course on Shock Responsive Social Protection (SRSP).

On February 15, 2021, five officials from the Government of Zambia and twelve officials from the Government of Malawi started the training on the new TRANSFORM online course on Shock Responsive Social Protection. An inter-agency team consisting of WFP, UNICEF and ILO country offices in Malawi, in collaboration with the TRANSFORM Coordination Hub at ILO Lusaka developed the course, hosted on the socialprotection.org platform. Foreign Commonwealth and Development Office Malawi and the UN Joint Programme on Social Protection in Zambia (including the Republic of Ireland, the Swedish International Development Cooperation Agency, and UK aid from the British people.) funded the development and piloting of the online course.

The development of the Shock Responsive Social Protection module started in 2019, when the TRANSFORM inter-agency Advisory Group identified significant need for specialist training and recommended its integration within the existing TRANSFORM curriculum.. This new training module will support African social protection practitioners to gain an in-depth understanding of covariate shocks that increasingly affect the lives of millions of people. .

In line with the TRANSFORM' pedagogical approach, government officials from social protection, humanitarian and disaster management agencies, are empowered to challenge their existing beliefs to drive the message home that "business as usual" is no longer a sustainable strategy. In fact, course participants are encouraged to consider the comparative advantages of enhanced coordination with the emergency response sectors and to prepare for recurrent shocks through existing social protection programmes, rather than creating parallel and fragmented mechanisms.

While the course is scheduled to end in few weeks, participants have already shared positive feedback about achieving the intended learning outcomes: "The SRSP course is a comprehensive learning tool for those seeking to make their Social Protection Programmes more shock responsive", said Addis Yibzawork, TRANSFORM Master Trainer and UNICEF Social Welfare Specialist from Ethiopia. Further, Mr Lukonga Luwabelwa, from the Zambian Disaster Management Unit added, "the TRANSFORM SRSP course was a unique learning experience and thanks to the ILO team for facilitating this process".



"This course could have not come at a better time than this, when the whole world is under attack by COVID 19. A big thank you to the ILO and all the facilitators who made the course possible."

**Mr. Muma Mukupa, Chief Monitoring and Evaluation, Ministry of Community Development and Social Services**



# FIRST PILOT TRANSFORM IN ARABIC

The ILO office in Sudan, held the first TRANSFORM training in Arabic from June 27th to July 1st 2021 in the capital Khartoum. The Training was organised with the Ministry of Social Development in Sudan within the framework of the “EU support for a Social Protection System in Sudan – Policy development and dialogue”. Additional financial support was provided by SIDA and ADB. 24 Officials participated in the training, representing key Social Protection agencies – Ministry of Health, National Council for Child Welfare, National Council for People with Disabilities, Humanitarian Aid Commission and the Ministry of Social Development itself – both at central and state level. While the main objective of this TRANSFORM training – the second one held in the country since 2018 – was to strengthen the knowledge and skills of Government officials managing social protection programmes - this application also provided the opportunity to pilot the Arabic curriculum and to accredit the first Arabic-speaking Master Trainer. Two experienced English-speaking TRANSFORM Master Trainers – Mr Samuel Ochieng and Dr Moonga Mumba were supported through simultaneous interpretation while delivering their sessions. Ms Rania Abdelnaeem, a WFP social protection specialist, did deliver her very first TRANSFORM sessions in Arabic and the participants could follow the presentations through the Arabic materials. The team – including the Coordination Hub at ILO Lusaka and an officer from ILO Beirut – was able to collect feedback for the revision of the translated curriculum and extract valuable lessons for its future use.

Participants expressed deep appreciation for the content and methodology of the TRANSFORM training, to which they were exposed for the first time. All of them rated the training between Excellent and Good, especially highlighting that the course had improved their knowledge of social protection; that they can practically apply many of the learning in their daily work and that their mind-set around social protection had shifted. They rated the team facilitators highly, indicating that they found the Master Trainers to be friendly, energetic and knowledgeable. While a representative from the EU delegation opened the training, the Permanent Secretary of the Ministry of Social Development of Sudan participated to the closing ceremony. The Official commended the organising team and participants for their commitment and requested that similar opportunities for capacity building replicated by ILO during the course of the EU-funded programme on social protection system strengthening.



Participants making a presentation during the TRANSFORM training in Sudan

Photo credit: Abdelwahab Atif Abdelhai Mohamed

“Whereas I am used to teaching social protection in academic settings, preparation for and delivery of TRANSFORM introduced me to a totally different experience; I learned how building on the experience of participants and the context of the country where the training is being delivered can make a huge difference to learning outcomes. I also learned how experiential learning can enable getting key messages across more clearly, and can result in higher group interaction, and higher learning retention”

**Rania AbdelNaeem, Egypt**

## TRANSFORM

A Leadership and Transformation Learning Initiative on building and managing social protection floors in Africa.

### What is TRANSFORM?

TRANSFORM is an innovative learning initiative on the implementation of national social protection floors in Africa. TRANSFORM promotes critical thinking and builds capacity at national and subnational levels to improve the design, effectiveness and efficiency of social protection systems. It focuses on non-contributory social protection schemes and programmes.

### Why TRANSFORM?

TRANSFORM empowers learners to handle the complexities of their own social protection systems, appreciate diversity and uniqueness, own and implement creative solutions suitable for their contexts. All these elements are as important as the technical knowledge itself.

### Target Audience

TRANSFORM targets social protection practitioners seeking to enrich their knowledge base and embark on a leadership and transformation process. Specifically, TRANSFORM is targeted at African government officials, at national and sub-national levels (e.g. provincial, district), who engage with social protection policy and programme oversight, formulation and implementation.

## Contact us:



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Learn more about the TRANSFORM Initiative on:

<https://transformsp.org/> and <https://socialprotection.org/connect/stakeholders/transform>