

TRANSFORM NEWSLETTER



HIGHLIGHTS

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Ms. Imakuku showcases her vegetable garden through the various social protection services received from the Government of Zambia.

MESSAGE FROM THE TRANSFORM CHAIR

Bintia Stephen-Tcicaya, FAO Senoir Policy Officer/
Social Protection Lead for Africa

Dear Members of the TRANSFORM Family,

It's been a while! I want to start this newsletter with a great thanks and appreciation to all our members and our partners in all the corners of the social protection sectors for our commitment and all we have achieved. It has been a great satisfaction as well as an absolute pleasure to see TRANSFORM pushing boundaries and borders this year with your collective support. The TRANSFORM initiative keeps reinventing itself as a learning and leadership tool showing its versatile use in several tailored applications in the past half year, such as those adapted to the country context (e.g. Cameroon – page 4); those that mixed introductory and into-depth courses to fit their audience (e.g. Uganda and Zimbabwe) or those that directly combined TRANSFORM with policy-making objectives (Zambia – page 3). Similarly, we see a growing interest in using TRANSFORM for improving national level provision of capacity building in social protection. This Newsletter issue illustrates well a few examples of TRANSFORM in action. I hope these examples will inspire us all in our future use of TRANSFORM!

Also, be sure to have a look at our 2022 country survey results in the first article below. This survey aimed to capture a snapshot of combined results of trainings implemented at country level in a specific year. Notably, some of the open questions gave amazing insights as to TRANSFORM's contribution towards strengthening capacity of social protection systems.

As we are moving into Q4 of 2023, I encourage all of you to start planning for how best we can use TRANSFORM as a unique and pedagogic curriculum on social protection in your 2024 workplan to advance the goal of universal social protection.

In case you'd like more insights on how TRANSFORM can support leadership, capacity building, and reach policy-related objectives, please don't hesitate to get in touch with our able team in the Coordination Hub in Zambia!

Take Care!

STATS & FACTS

118 Trainings in 20 countries

8 E-TRANSFORM courses

3374 Participants

49 Anglophone and Lusophone Master Trainers from 15 countries in Africa

6 In-depth Technical Modules

TRANSFORM Country Results 2022

In 2022, a total of 31 TRANSFORM applications (including TOTs) were conducted in 15 countries in Africa and the Arab region.

Earlier this year, for the first time, a survey was sent out to all host agencies to assess the impact of the trainings and the application of the learnings within the country or institution over a longer period of time. We received responses from 8 countries, showing significant results. We have selected.

Most notably, responses showed that in most countries, the action plans created at the end of the training are either fully or partially implemented: see graph 1. Hosts also saw changes at institutional level that they believe came as a result from the participation in one or more TRANSFORM applications (graph 2)

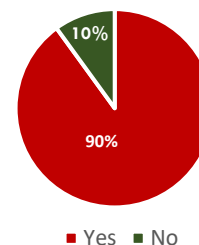
Changes noted included the following:

“Projects within the district conducting joint supervision is a clear sign of improved coordination which is one of the key components of TRANSFORM training package” – Malawi.

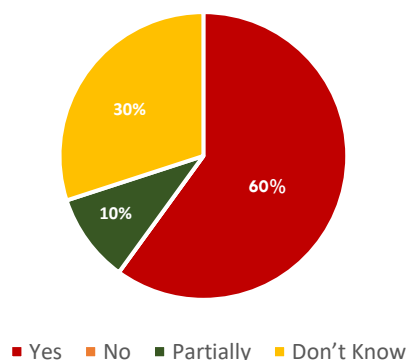
“Their understanding of the social registry and its goal has improved, government officials, are now more vocal on life-cycle risks and categorization of social allowances.” - Palestine

“Improvement in the complaints and grievance system; Coordination Mechanism of the National Social Protection System strengthened the supervision component and the importance of working in synergy of the different components.” - Sao Tome & Principe

Have you noticed any organizational or institutional changes that you think have been influenced by the participation of employees from your institution/country in the TRANSFORM capacity development activity/training?



Are institution/districts implementing their action plans



WHATS NEW!

1

This year has seen new (and old) Master Trainer Representatives stepping up: Portia Kekana and Victor Ogharanduku for the Anglophone cohort; Aly Cisse and Gabriel Fernandez for the Francophone cohort and Ivan Langa and Isabela Machado for the Lusophone MT representatives. Congrats to all and thanks for your commitment on behalf of **TRANSFORM!**

2

TRANSFORM has started an updating exercise of its most popular curriculum: the 5-day introduction to social protection systems. The updated curriculum, coming together with support from our own MT community, aims for an improved yet familiar version including new data and insights and building on lessons learned from past delivery.

3

In Progress: A Training of Trainers for French speaking social protection experts in Africa has been launched. For more info, visit our social media platforms below or contact transform_socialprotection@ilo.org

4

Check out **TRANSFORM** social media platforms, please follow the following:



: <https://www.linkedin.com/company/transform-building-social-protection-floors-in-africa/?viewAsMember=true>

: https://twitter.com/TRANSFORM_SP1



Government officials during the policy training group exercise in Siavonga, Southern Province of Zambia

A Transform Facilitates the Drafting of the National Social Protection Policy in Zambia

“I enjoyed the financing session the most as it brought out various financing strategies that I hadn't known of.” said Florence from Ministry of Community Development and Social Services. “The key message from the session was not to go looking for the money to finance social protection programmes but rather focus on the rights aspects of the beneficiaries and the importance of improving their lives,” she added.

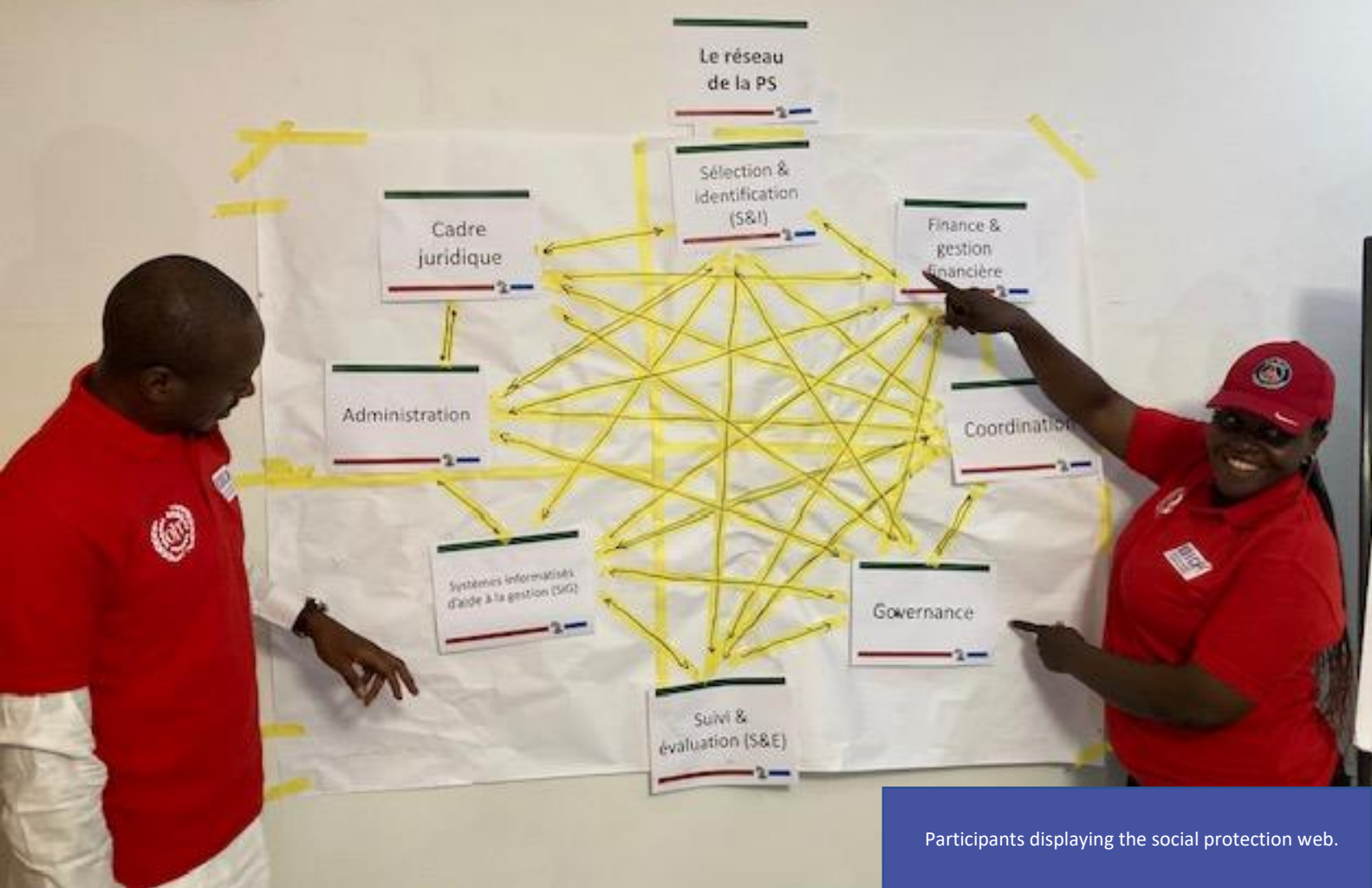
In July, 2023, for the first time, TRANSFORM was used as a tool to facilitate for the drafting of the National Social Protection Policy in Zambia. The policy makers module was stretched to cover 5 instead of 2 days, to facilitate the development of the draft revised policy through additional group exercises. One of the major outcomes was a renewed commitment to attempt a legal framework in Zambia. The workshop took on a twin approach, firstly, to widen and deepen the understanding of the concept of social protection among the drafters of the NSPP as well as to facilitate the drafting process.

Using the TRANSFORM training was a unique one-off adapted version that was designed to respond to the specific needs of the NSPP drafting team. Therefore, new activities and lectures were designed for this training such as activities on ‘I dream of a country’, ‘Vision pause’, ‘graduation to social protection; and a few more. Existing activities in the standard curriculum that were adapted to suit the policy drafting process included the ball juggle and the spaghetti tower to illustrate the importance of building resilient systems that are shock responsive.

The training was well received by all participants, demonstrated by high spirited and energetic discussions as participants actively contributed to interactive lectures and different group activities. One example of an activity that stood out as a highlight included participants using new information gained through various lectures to analyse the social protection delivery systems across various programmes. The analysis culminated in the identification of gaps in the systems and new ideas on how those gaps could be addressed through the process of the policy review and drafting process. The facilitation team comprised three accredited Transform Master Trainers namely; Mutale Wakunuma, Stanfield Michelo (both from Zambia) and Portia Kekana (from South Africa).

“I was pleased that through the training, I observed more understanding on how social insurance, social assistance and other forms of social protection feed into each other,”

Eugene from Ministry of Labour and Social Security.”



Participants displaying the social protection web.

TRANSFORM at Mount Ngaoundéré in Cameroon

For the first time, Cameroon applied the District TRANSFORM curriculum which was modified and translated into French by the 3 Master Trainers: Aly Cisse, Isabela Martins Machado, and Gabriel Fernandez during the preparatory phase. The adaptation was to facilitate the increased engagements of district actors and focused on the local context. This allowed participants not only to better understand certain concepts used, but also allowed them to participate actively in the discussions during the presentations and activities. They were thus able to share experiences from their professional careers.

Participants were active during the sessions with high interest in the activities that were for many 'wow' moments of revelation increased a greater understanding of social protection system generally, and specifically with its implementation in Cameroon. This resulted in their commitment to increase the awareness on social protection and improve implementation at the level of their districts as evidence by the robust Regional Action Plans developed. They also made a commitment for greater collaboration and coordination at both the district and national level.

The overall objectives of this training were to increase awareness and understanding among social protection practitioners and key stakeholders of social protection policy and programs, as well as a key objective to strengthen their capacities to promote coherence between different social protection programs to improve the governance, coordination and administration of social protection programs in Cameroon.

ILO Cameroon through the KOICA project “**Empowering women for resilient economies and peaceful communities in the East and Adamawa regions in Cameroon**”, brought together 5 districts from Northern Cameroon for a District level TRANSFORM training in Ngaoundéré, Northern Cameroon.

At the end of the training each participant defined their short-, medium- and long-term actions that they would implement on their return to their place of work in their district.

“I shared the training with my colleagues, and my office decided to run a massive campaign to register entrepreneurs in urban and rural areas for social security, thereby guaranteeing them and their families social benefits in the event of risks incurred in the course of their work. The slogan of my action is ‘This is how your light can change the world’ ”.

Mr. Rodolphe NOUEMWA,
Inspector, National Social Welfare
Fund (CNPS)

INSTITUTIONALIZING TRANSFORM ~ Uganda, Malawi and Zambia

There is a new trend emerging in the TRANSFORM community in East and Southern African countries. Looking to upscale and establish sustainable capacity building provision in social protection targeting government staff at national and sub-national levels, governments and partners increasingly focus on strengthening in-country Social Protection education within public learning institutes.

TRANSFORM is a partner in these efforts in a number of countries and works with government and development partners towards adoption of learning materials in national context. These processes are led by partners at national level.

In Uganda, TRANSFORM was identified as the preferred training tool to be used as part of the national institutional and capacity development strategy in the social protection sector. The strategy was developed in recognition that Uganda needs to cultivate social protection expertise to meet growing investments in social protection programming across the country. The process of institutionalising and domesticating TRANSFORM is being implemented in a phased manner and will be guided by an institutionalisation roadmap. One of the first steps is to identify the appropriate institute within government to take this on.

In Malawi, TRANSFORM partners have reached far-going discussions with Magomero college, a government training institute, interested in building a curriculum on social protection, based on TRANSFORM. A first adaption of materials to the Malawian context has already been made and partners are now looking to finetune curriculum while starting resource mobilization for staff to be trained and the programme to be rolled out.

In Zambia, the government (through the ministry of community development) is working with partners to plan a national level Training of Trainers, aimed at training qualified and motivated public officials in TRANSFORM delivery. This in-country cohort of Master Trainers will be able to play an important role in accelerating the role out of the Single Window initiative in Zambia, which has been combined with TRANSFORM district level trainings. The ToT will not only facilitate a more economic, and large scale roll out of capacity building of social protection practitioners in Zambia, it is also an important milestone towards a government driven and implemented capacity building approach in Zambia.



TRANSFORM district training in Zambia as part of Government initiative to build the capacity of social protection practitioners.

Building a Curriculum based on TRANSFORM Learning Materials

Since the start of TRANSFORM, its materials have been freely available and used not only in our trademark training applications, but also for other purposes, including adoption by national Learning institutes.

TRANSFORM's modular set-up has proven to lend itself well to build upon and create a curriculum for government in-house training as well as academic and other learning institutes. From the development of short courses to multi-week curricula going into depth in Social Protection, TRANSFORM's learning materials can constitute the backbone of a learning journey for practitioners, students and leaders on the African continent.

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.

TRANSFORM website

Contact us:



transform_socialprotection@ilo.org

Learn more about the TRANSFORM Initiative on:

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