



Systematization of Capacity Development for Social Protection in Africa:

Lessons learned from the EU-Social Protection Systems Programme (EU-SPS)

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Co-operation with countries and regional organizations in Africa

The EU Social Protection Systems (EU-SPS) Initiative (2015-19) has supported national and regional expert institutions in Africa in their efforts to develop inclusive and sustainable social protection (SP) systems. Local leadership, sustainability and wide participation of national and regional experts have been the core principles of cooperation: Government of Finland's National Institute for Health and Welfare (THL) has managed the EU-SPS work on Social Protection Capacity Development, which is the focus of this summary paper.

Partners: AU-Commission Dept. of Social Affairs (AUC-DSA), ECASSA, SASPEN, Ethiopia, Malawi, Mozambique, Namibia, Tanzania, Togo and Zambia. ILO, Unicef, UNDP (Socialprotection.org), UN-Women. Universities of Zambia, Tanzania, Finland and Germany

Funding: EU-Commission, Finland, Germany and OECD.

Capacity development and strengthening

THL-Finland's support has been focused on strengthening management capacities in social protection (SP) through the systematization of pre



-service and in-service capacity development through national universities, colleges, TVETs, e-learning and regional peer-to-peer learning networks and systems.

Capacity development starts with the assessment of existing capacities, assets, strengths and weaknesses. Based on a gap analysis additional contents and curricula have been developed for civil servants' in-service training and pre-service education of future generations of SP-professionals at universities, colleges and TVET-institutions.

The THL/EU-SPS has distilled [evidence-based guidance](#) from its work with country and regional partners, to guide the EU-Commission, EU Member States and other partners in their future programming of official aid for SP.





Highlights at country, regional and global level

Ethiopia

- Social workforce capacity development for local government social workers in cooperation with UNICEF, incl. definition of occupational standards and curricula. [See here](#).
- Piloting (in Amhara region) of cross-sectoral team work among new local (woreda and kebele level) social workers together with health and agriculture/food security staff.
- Three Ethiopian Master Trainers trained at the ToT of the African Regional SP Leadership Curriculum TRANSFORM. National ToT for 40 new TRANSFORM Trainers.
- Unicef staff trained on TRANSFORM, using a blended approach (e-learning and face-to-face).
- Video production and training for national partners. See [here](#), [here](#) and [here](#).

Malawi

- Regional ISPA Training in Malawi on Inter-Agency SP Assessments (ISPA).
- Regional African Union Experts' Meeting on SPIREWORK (SP for Informal and Rural Economy Workers).
- [Video](#) on opportunities to extend social protection to informal and rural economy workers ('SPIREWORK') in Malawi.



- Three Malawian TRANSFORM Master Trainers trained. Several national TRANSFORM trainings.

Mozambique

- Curriculum development and piloting of an [M&E training program](#) for the SP sector.
- [TRANSFORM Curriculum](#) translated into Portuguese. TRANSFORM ToT for Mozambican and other Lusophone African Master Trainers. Several national SP experts trained.

Namibia

- Support to the creation and work of the Inter-ministerial SP Core Team to consolidate Namibia's fragmented SP systems. See [here](#).
- [Assessment](#) of Universal SP in Namibia.
- Inter-sectoral institutional assessment supporting the SP policy development process.
- [Video](#) about opportunities to extend social protection to informal sector workers in Namibia.
- TRANSFORM training organized for Namibian social protection policy makers and experts.





Tanzania

- ISPA [Public Works](#) Assessment of [TASAF/PSSN](#). [Webinars](#) on its results, incl. the nationwide extension of the public works (PW) and production of a series of design guidelines for PW.
- SP Curriculum assessment and development for multi-professional SP learning in a network of Tanzanian universities; New MA and Professional Proficiency Curricula completed. Videos about University Curriculum Development [here](#).
- Cooperation with FAO, TASAF, ILO, NSSF and Finnish funded [PFP](#) on social protection for informal workers. [Video](#) produced on tailoring of SP for workers in the forestry sector value chains.
- SP Policy review ([here](#) and [here](#)) and capacity development with key authorities and ILO, incl. Zanzibar Universal Pension Scheme, with EU-SOCIEUX. See also [here](#).
- Five Tanzanian Master Trainers trained at the ToT of the African Regional SP Leadership Curriculum TRANSFORM.

Togo

- Capacity development and support to national and local level policy assessment and dialogue, using the Inter-Agency Social Protection Policy Options Tool ([ISPA-SPPOT](#)) with ILO.

Zambia

- Social Protection Curriculum assessment and development at Zambian universities. Completion of multi-professional MA and BA Curricula on SP. [Videos](#) about the SP Curriculum Development project
- Design and leveraging of a [new project](#) on SP for Informal and Rural Economy Workers (SPIREWORK) with Finland, NAPSA and ILO. [Videos](#) about the SPIREWORK.
- Five Zambian [TRANSFORM Master Trainers](#) trained at the ToT of the African Regional SP Leadership Curriculum TRANSFORM.
- Over 200 Zambian SP professionals trained on [TRANSFORM](#) at central and local government levels, EU-delegation, Embassy of Finland, [CSOs and the media](#).
- Mobile video training for national partners.





Africa Regional

- Support to African Union Experts' Groups working on [AU Protocol](#) on the Right to Social Protection, African Social Agenda 2063 and [SPIREWORK](#).
- Support to ECASSA (East and Central Africa Social Security Association), including their SP Data dashboard, and SASPEN (Southern African SP Expert Network).
- Creation and systematization of an [African Regional SP Leadership Curriculum TRANSFORM](#), at the request of AU, with ILO, Unicef, UNDP and African SP-experts. For more on TRANSFORM, see [here](#). Find TRANSFORM training modules [here](#).
- Development of an [E-learning](#) version of the TRANSFORM Curriculum, with [African tutors](#), at www.socialprotection.org.
- Support to the preparation of the AU Social Agenda 2063.



Sharing lessons learned and influencing global policy processes, UN, etc.

The THL EU-SPS Team has played an active role in several UN-level processes, including:

- CSocD = UN Commission for Social Development, where THL facilitated [expert inputs](#) by [Finnish](#), [Zambian](#) and [Kyrgyz](#) SP-experts, [a preparatory webinar](#) on Inequality Reduction through SP, with UN-Women and UN-DESA, and [a side event](#) with UN-OSAA (Office of the Special Adviser for Africa)



- CSW = UN Commission on the Status of Women, where THL facilitated the participation of a [Tanzanian expert](#) in the [CSW Expert meeting](#), facilitated a [Pre-CSW webinar](#), and co-sponsored 4 side events, with Government of Finland, SPIAC-B, UN-Women Africa and the UN Office of the Special Adviser for Africa (OSAA).
- Global [USP-2030 Conference](#) on Universal Social Protection and Global [USG Conference](#) on Universal Child Grants
- [EU/AU SP Experts'](#) meeting, together with EU -SOCIEUX.
- AU Conference of Ministers of Social and Labour Affairs, and a parallel African 'Post-CSW' event together with UN-Women Africa.

Want to know more?

EU-SPS Team at THL-Finland: Timo Voipio, Markku Malkamäki, Hilikka Vuorenmaa, Ronald Wiman, Henri Wiman;

Email: firstname.familyname@thl.fi

The views expressed in this briefing note reflect the lessons learned during the 4 years of the EU-SPS Programme, but they are not official positions of the partnering institutions (EU-Commission, OECD, MFA-Finland, THL).

