

20–21 October 2015  
Protea Parktonian Braamfontein  
Johannesburg, South Africa

# International Conference Sustainability of Social Protection in the SADC

Economic Returns, Political  
Will and Fiscal Space



space for the future



SASPEN and FES  
International Conference  
20-21 October 2015  
Protea Parktonian All Suite  
Braamfontein, Johannesburg



## Sustainability of Social Protection in the SADC: Economic Returns, Political Will and Fiscal Space

### Concept Note

Social Protection systems are under reform, under development and overall in what may well become the largest expansion drive the region has ever seen. The declared objective is nothing less than universal coverage of the entire population, as agreed in the ILO Recommendation 202 on National Floors of Social Protection, the African Union Social Policy Framework and recent Ouagadougou +10 Declaration, the 2015 Joint Initiative and Action Plan of World Bank and ILO, the Sustainable Development Goals to be adopted at the United Nations in September, the new Protocol to the SADC Treaty on Employment and Labour and various national policies, strategies and legislative bills currently under draft or recently adopted.

Universal means full coverage of the entire population with access to healthcare, income provision for children, senior citizens, persons with disabilities and those unemployed. This implies inclusion of the informal economy (topic of the 2013 annual SASPEN conference), migrants (topic of the 2014 annual SASPEN conference) and ties into further branches of social security, such as employment injury and maternity protection. Social Protection is a human right and with poverty rates stubbornly high, inequality among the highest in the world and economic growth being non-inclusive, it seems that the political will in the region has accepted that there is no alternative to the provision (and, therefore, extension) of social protection.

But is there? How can social protection extension be funded, afforded? How does social protection interact with economic growth? Should social protection cover bare minimums, or comprehensively cushion all contingencies in the life-cycle? What if political tides change or economic growth enters recession? What type of social protection enhances productivity? In short, what makes social protection systems sustainable? What role does it play in sustainable development and how will Southern African governments unlock its full potential?

These are the questions we seek to explore and answer at our 2015 annual conference. SASPEN (Southern African Social Protection Experts Network) and FES (Friedrich-Ebert-Stiftung) will be hosting a two day international conference on "Sustainability of Social Protection" in Johannesburg, on 20 and 21 October 2015. The conference will be organized around four themes:

- 1) Macroeconomic Returns of Social Protection Investment
- 2) Productivity Gains from Social Protection
- 3) Political Sustainability of Social Protection Systems
- 4) Fiscal Space and Funding of Social Protection Programme

Ad 1) Social Protection is an investment in the economy, shown to unblock sluggish growth and sustain robust growth, increase resilience of the overall economy against shocks such as the finance crisis of 2008 when countries with greater social protection were less affected, and increase consumption and thus strengthen domestic markets. From this point of view, the question seems to be, can countries afford not to invest in social protection? Does this apply to all types of economy, or are there differences depending on scale, structural composition, grade of formalization and position in the world market?

Ad 2) Social protection causes productivity gains. Moneys spent in rural social assistance programmes have been shown to multiply local economic activism, thus immediately creating additional value, even well above the rate of sometimes locally increased inflation. How does this translate into rural pro-poor strategies, are cash transfers combined with farming inputs suitable instruments for able-bodied poor in subsistence farming? Social protection invests in human capital and thus increases the productivity of the labour production factor. How can this be channelled to work hand in hand with the transformation of low-skill informal industries? What role can social protection play in business development of SMMEs? Can social protection provide skills to unemployed youth and bridge their entry into the labour market? Are public works programmes an answer to high unemployment rates?

Ad 3) Is social protection aimed at providing minimal benefits for the poor without sustainable transformation of economies? Or is it a transformative vehicle to bring about inclusive growth? Do political elites adopt social protection programmes for short term voting benefits, or do we observe a lasting rewriting of political discourses away from the "handouts create dependency"-prejudice? Is social protection subject of political debate and citizenship or administered technocratically with little bearing on public debate? Can social protection contribute to the formalization of the economy, for example by organizing contributory schemes through rural cooperatives as in some Latin American countries?

Ad 4) Who will pay the bill? What are sustainable and efficient designs that guarantee effective universal social protection? How much is affordable? How should progressive implementation be paced and timed? How can short term funding gaps be bridged, while ensuring the gaps close in the medium term by harvesting economic returns? Should social protection extension be funded domestically from tax revenue, regionally from special levees such as duties on mineral extraction or internationally from a global social protection fund? How should contributory social insurance and non-contributory social assistance programmes relate to each other proportionally? Could taxation focus increase political and civil ownership of social protection? Are citizens both duty-holders and duty-bearers or should the state as sole duty-bearer provide unilaterally?

The conference brings together national governments, social partners, academics, the private sector (including business organisations), social security institutions, civil society (including advocacy groups), SADC, international organisations and development partners.

Find SASPEN at

[www.saspen.org](http://www.saspen.org)

[www.facebook.com/SASPEN.ORG](https://www.facebook.com/SASPEN.ORG)

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Find Friedrich Ebert Stiftung at [www.fes-zambia.org](http://www.fes-zambia.org) and [www.fes-southernafrica.org](http://www.fes-southernafrica.org)



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## Sustainability of Social Protection in the SADC: Economic Returns, Political Will and Fiscal Space

# Conference Programme

Conference Master of Ceremony: **Mr Daniel Kumitz**  
 SASPEN Coordinator and  
 FES Programme Manager "Social Compact"

### Monday, 19 October 2015

14:00 – 19:00 **Conference Registration Open** Conference Secretariat Outside Protea Room

16:00 – 19:00 **SASPEN Advisory Council Meeting**

### Tuesday, 20 October 2015

07:30 – 17:00 **Conference Registration Open** Conference Secretariat Outside Protea Room

08:00 **Shuttle Leaves The Rosebank Holiday Inn**  
*Please check out and assemble at ground lobby before 08:00* Only applies to those who have been accommodated at the Rosebank Holiday Inn

#### I. SESSION: Welcome Remarks

8:30 – 8:40 **Performance** Grupo de Canto e Dança Milorho Mozambique

8:40 – 8:50 **Southern African Social Protection Experts Network SASPEN** Mr Vince Chipatuka  
 SASPEN Steering Committee

8:50 – 9:00 **Government of the Republic of South Africa** Dr Maureen Mogotsi  
 Director Family and Child Benefits

<b>II. SESSION: Productive Social Protection and Funding Opportunities</b>		
		<b>Chair: Prof Marius Olivier</b> Director Institute for Social Law and Policy Professor North-West-University
9:00 – 09:30	<b>Keynote Address I:</b> The Role of Cash Transfer Programmes in Building Resilience: Cross-country Evidence from Sub-Saharan Africa	<b>Dr Solomon Asfaw</b> Protection to Production Project FAO Rome
09:30 – 10:00	<b>Keynote Address II:</b> Revenue from Extractive Industries: An Opportunity for Financing Sustainable Social Spending	<b>Ms Victoire Umuhire</b> <b>Mr Christoph Ernst</b> ILO Geneva
10:00 – 10:30	<b>Discussion</b>	
<b>10:30 – 11:00 Tea Break and Poster Session I</b>		
	<b>Poster:</b> Economic Gains from Social Pensions in Zambia (Katete Pilot)	<b>Mr Victor Chikalanga</b> Ministry Labour and Social Security Zambia
	<b>Poster:</b> Linking Social Assistance Grant (SAGE) and HIV+Orphaned for sustainable results)	<b>Mr Jonathan Tumwebaze</b> Uganda Christian University – Mukono
<b>III. SESSION: Productive Social Protection</b>		
		<b>Chair: Ms Mildred Mushunje</b> Gender and HIV Specialist FAO Harare
11:00 – 11:20	The Transformative Potential of Social Protection Findings from Zambia	<b>Ms Anna Wolkenhauer</b> University Bremen
11:20 – 11:40	Productivity and Social Gains of Social Protection: The Public Works Programme in South Africa	<b>Ms Rutendo Shylin Mudarikwa</b> Independent Researcher Harare
11:40 – 12:00	Targeting the Ultra-Poor Graduation Programme	<b>Ms Harshani Dharmadasa</b> BRAC USA
12:00 – 12:30	<b>Discussion</b>	
<b>12:30 – 14:00 Lunch</b>		
<b>IV. SESSION Sustainable Cash Transfers</b>		
		<b>Chair: Ms Tessa Hochfeld</b> Centre for Social Development in Africa University of Johannesburg
14:00 – 14:20	The (mis)use of the child protection system for poverty alleviation – a case study from South Africa	<b>Ms Aislinn Delany</b> <b>Ms Stefanie Röhrs</b> Children’s Institute, University of Cape Town
14:20 – 14:40	Creating Sustainable Pathways for Beneficiaries of the Child Support Grant	<b>Prof Ndangwa Noyoo</b> University of Johannesburg
14:40 – 15:00	The political economy of social protection financing in Zambia – The Social Cash Transfer Scheme	<b>Mr Nkandu David Chilombo</b> <b>Mr Paul Quarles van Ufford</b> UNICEF Zambia

15:00 – 15:30 Discussion

15:30 – 16:00 Tea Break and Poster Session II

Host: Keynote Speakers Mr Mario Györi  
Mr Rodrigo Octávio Orair

Poster: Social Capital and Informal Social Protection In Mauritius

Mr Asrani Gopaul  
University of Mauritius

Poster: Political Sustainability of Social Protection Systems – Informal Workers' Perspective

Mr Wisborn Malaya  
Zimbabwe Chamber of Informal Economy Associations

V. SESSION Political Sustainability of Social Protection

Chair: Prof Evance Kalula  
Director Confucius Institute  
University of Cape Town

16:00 – 16:30 Keynote Address III:  
Political Sustainability of Cash Transfers:  
Findings from a Multi-Country Research Project

Ms Mia Granvik  
Centre for Social Science Research (CSSR),  
University of Cape Town

16:30 – 17:00 Keynote Address IV:  
Reflections on the Legal Mandate for Sustainable Social Protection in SADC

Prof Marius Olivier  
Institute for Social Law and Policy  
North-West-University Potchefstroom

17:00 – 17:30 Discussion

18:00 – 18:30 Book Launch

18:30 – 21:30 SASPEN Annual General Meeting (AGM)  
including Dinner  
Dresscode: Smart Casual

Chair: Ms Isobel Frye  
SASPEN Advisory Council  
Director Studies in Poverty and Inequality  
Institute Johannesburg, South Africa

Keynote Address V:  
South-South Learning –  
The New Platform [socialprotection.org](http://socialprotection.org)

Mr Mario Györi  
UNDP IPC-IG Brasilia

## Wednesday, 21 October 2015

08:30 – 12:30 Conference Registration Open

Conference Secretariat Outside Protea Room

VI. SESSION Funding Social Protection and Economic Gains

Chair: Mr Victor Chikalanga  
Principal Social Security Officer  
Ministry for Labour & Social Security  
Zambia

9:00 – 9:30 Keynote Address VI:  
Expenditure Review, Costing, Funding and Fiscal Space for Social Protection

Mr Kagisanyo Kelobang  
Social Security Specialist ILO Pretoria

9:30 – 10:00 Keynote Address VII:  
Macroeconomic Returns of Social Protection

Prof Alexander van den Heever  
University of the Witwatersrand

10:00 – 10:30 Discussion

10:30 – 11:00	<b>Tea Break and Poster Session III</b>	<b>Host: Keynote Speaker Mr Kagisanyo Kelobang</b>
	<b>Poster:</b> Social Protection in Zambia - The search for relevance or identity	<b>Mr Jairous Joseph Miti</b> University of Zambia
	<b>Poster:</b> Social Protection as an Approach to Addressing Poverty and Vulnerability among Women Domestic Workers in Zambia	<b>Mr Patrick Chanda</b> University of Zambia
<b>VII. SESSION</b>	<b>Sustainable Social Protection Design I</b>	<b>Chair: Ms Mutale Wakunuma</b> Country Coordinator Platform for Social Protection Zambia
11:00 – 11:20	Rethinking the Conditions in Conditional Cash Transfers in Africa	<b>Mr Olabanji Akinola</b> University of Guelph, Ontario, Canada
11:20 – 11:40	The sustainability of Short Term Social Security Funds (mix between Contributory and Non-Contributory Social Insurance Schemes): A Case Study for the Namibian SSC	<b>Mr David Keendjele</b> Social Security Commission Namibia
11:40 – 12:00	Philosophical Foundations of Botswana's Social Protection System - Charity or Social Justice	<b>Prof Rodreck Mupedziswa</b> University of Botswana
12:00 – 12:30	<b>Discussion</b>	
12:30 – 14:00	<b>Lunch</b>	
<b>VIII. SESSION</b>	<b>Sustainable Social Protection Design II</b>	<b>Chair: Dr Mathias Nyenti</b> Centre for International & Comparative Labour and Social Security Law University of Johannesburg
14:00 – 14:20	The new Social Protection Framework in Madagascar	<b>Dr Maminirinha Ralaivelo</b> Madagascar
14:20 – 14:40	Sustainability of Social Protection in Mauritius	<b>Mr Nikhil Treebhooon</b> Oxford International Consultants Mauritius
14:40 – 15:00	Social Protection through Cash Transfers – a Three Country Analysis of the Impact of Universal Cash Transfers on Poverty and Income	<b>Mr Taku Fundira</b> Studies in Poverty and Inequality Institute Johannesburg South Africa
15:00 – 15:30	<b>Discussion</b>	
15:30 – 16:00	<b>Tea Break</b>  <b>Distribution of Conference USB Sticks</b>	

<b>IX. SESSION</b>	<b>Sustainable Social Protection and Inclusive Growth</b>	<b>Chair: Dr Ngeyi Ruth Kanyongolo</b> University of Malawi, Lilongwe
16:00 – 16:30	<b>Keynote Address VIII:</b> How Brazil has Cut its Inequality through Fiscal Policy: Redistributive Role of Social Protection, Main Trends and Challenges for Fiscal Sustainability	<b>Mr Rodrigo Octávio Orair</b> UNDP IPC-IG Brasília
16:30 – 16:50	<b>Discussion</b>	
16:50	<b>Vote of Thanks</b>	
16:55	<b>Closing Remarks and Farewell</b>	<b>Mr Helmut Elischer</b> Resident Director Friedrich-Ebert-Stiftung Zambia
17:00 – 17:15	<b>Performance</b>	<b>Grupo de Canto e Dança Milorho Mozambique</b>
<b>17:15</b>	<b>End of Conference</b>	
19:00	<b>Debriefing Dinner for SASPEN Steering Committee, Advisory Council and LOC</b>	

**Conference Rapporteur:** Mr Naaman Kipumbu

**Conference Secretariat:** Ms Thamar Huber  
Ms Tshegofatso Monanna  
Ms Miriam Schirmer



# Keynote Speakers

## Dr Solomon Asfaw



Solomon Asfaw is an Economist at Food and Agricultural Organization of the United Nations (FAO) based in Rome since 2010, specializing on impact evaluation, social protection, resilience, food security and climate change. He has also worked as Regional Scientist for international research institute at Regional Office in Eastern and Southern Africa on issues related poverty and food security implications of improved agricultural technologies, input and output market analysis. Prior to that, he was a researcher and an instructor at university of Hannover in Germany. He holds a PhD in Economics from Leibniz University of Hannover, Germany.



**Food and Agriculture Organization  
of the United Nations**

FAO's From Protection to Production Project (PtoP) is collaborating with rigorous impact evaluations of CT programmes in Ethiopia, Ghana, Kenya, Lesotho, Malawi, Zambia and Zimbabwe. The project uses a mixed methods approach that combines econometric analysis, local economy SAM/CGE models, and qualitative methods. The project especially looks at household level

agricultural production and labour outcomes, impacts on social networks (informal transfers) and multiplier effects in the local economy.

Cash transfers are particularly relevant to both tracks of FAO's twin track approach as they reduce hunger and vulnerability immediately, while at the same time potentially facilitating household investments in productive activities. Generating the evidence on the underlying household behaviour and local dynamics behind the productive impacts of CTs in Africa will help sharpen program design and implementation and address concerns about increasing political support, strengthening programmes' graduation strategies and attaining medium-term fiscal sustainability. The evidence will also highlight potential synergies and constraints between social protection and complementary interventions that can ensure that these impacts are long lasting and sustainable.

## Ms Victoire Umuhire



Victoire Umuhire is a lawyer and social protection policy officer within the Social Protection Department at the International Labour Office (ILO) in Geneva. She has a passion for the rule of law and human rights perspective of development. She is keen on supporting African countries develop policies and strategies that put inclusive development at the heart of their socio-economic agenda.

Victoire holds a Law Degree (LLB) from the Université de Sherbrooke and a DESS / JD from the Université de Montréal, Canada. She is a member of the Québec Bar Association since 2013. Before joining the ILO, Victoire worked for Quebec Revenu and the Commission des droits de la personne et droits de la jeunesse.

Victoire joined the ILO first as an intern in 2013 with the Social Protection Department and stayed on as a social protection policy officer and legal officer working on both legal matters, related to the application of Social Security Standards, and technical assistance to national policy formulation.

With regards to her work on Africa, Victoire is currently supporting the AU on the Social Agenda for the AU'S Agenda 2063. She is also providing technical assistance to country programmes programs, namely in Niger (SPF) and in Ethiopia (Employment Injury Insurance and Pension).

## Mr Christoph Ernst



Mr. Christoph Ernst currently works as a Senior Public Finances Economist at the ILO, Social Protection Department and before as Senior Economist, in the Employment Intensive Investment Branch of the Employment Department.

Before he joined the ILO in 2001, he worked for other UN agencies, mainly UNDP (Brazil and Papua New Guinea), UNIDO, UNV, OHCHR and UNCTAD touching upon industrial policy, local development, social and economic rights, but also environmental issues.

He started his career at the ILO in the Working Conditions Branch in Geneva in 2001, moving on to the ILO office in Chile as an employment specialist in 2002-2003, before returning to Geneva as a research officer in the Employment Analysis Unit. His main areas of work during his first 7 years at the ILO were on Work & Family, employment and active labour market policies and analysis; but he also started working on green jobs. Since 2008, he has been assigned to the Employment Intensive Investment Branch of the Employment Department. His major function is the development, but also country implementation of methods and tools measuring the impact of public policies on quantitative and qualitative aspects of employment. Within this function, he is heavily involved in the measurement and analysis of green jobs, in particular in Asia and Africa, but also in Latin America. He is also coordinating Green Jobs Cluster on analytical tools and empirical analysis related to green jobs and aims at the creation of consistency in ILO's empirical research in this area.

Mr. Ernst holds a B.A. in International Economics, a M.A. in International Economics and Development Economics and a Ph.D. in Economics, all from the University of Paris I Panthéon-Sorbonne. He is member of the Brazilian branch of the International Society for Ecological Economics (ISEE).



The International Labour Organization (ILO) is devoted to promoting social justice and internationally recognized human and labour rights, pursuing its founding mission that labour peace is essential to prosperity. Today, the ILO helps advance the creation of decent work and the economic and working conditions that give working people and business people a stake in lasting peace, prosperity and progress. Its tripartite structure provides a unique platform for promoting [decent work for all women and men](#). Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.

The ILO has four strategic objectives

1. [Promote and realize standards and fundamental principles and rights at work](#)
2. [Create greater opportunities for women and men to decent employment and income](#)
3. [Enhance the coverage and effectiveness of social protection for all](#)
4. [Strengthen tripartism and social dialogue](#)

In support of its goals, the ILO offers unmatched expertise and knowledge about the world of work, acquired over more than 90 years of responding to the needs of people everywhere for decent work, livelihoods and dignity. It serves its tripartite constituents - and society as a whole - in a variety of ways, including:

1. Formulation of international policies and programmes to promote basic human rights, improve working and living conditions, and enhance employment opportunities
2. Creation of international labour standards backed by a unique system to supervise their application
3. An extensive programme of international technical cooperation formulated and implemented in an active partnership with constituents, to help countries put these policies into practice in an effective manner
4. Training, education and research activities to help advance all of these efforts

## Ms Mia Granvik



Mia Granvik has a BA in Sociology and Social Anthropology from the University of Basel, Switzerland, and a MPhil in Development Studies from the University of Cape Town. Since March 2014 she has been working as a Social Researcher on the 'Legislating and Implementing Welfare Policy Reforms' project at the CSSR, covering Lesotho, Swaziland and Kenya.

The Centre for Social Science (CSSR) is an interdisciplinary research centre at the University of Cape Town dedicated to conducting and building capacity for systematic, policy-relevant social science research in South Africa, the region and across Africa.



## Prof Marius Olivier



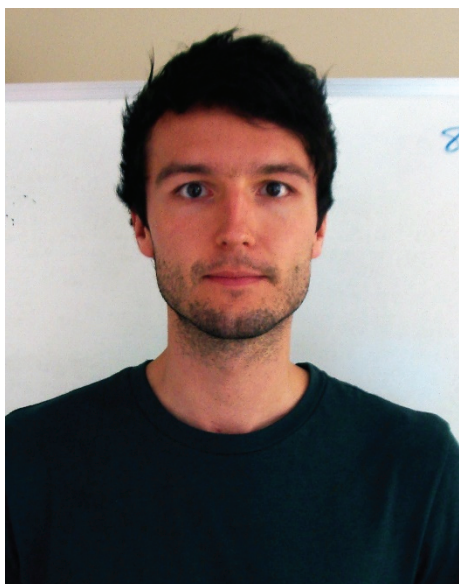
Extraordinary Professor, Faculty of Law, Northwest University  
Director: Institute for Social Law and Policy (ISLP)  
Advisory Council and Steering Committee Member of SASPEN



**NORTH-WEST UNIVERSITY**  
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**NOORDWES-UNIVERSITEIT**



## Mr Mario Györi



Mario Györi is a Research Associate at UNDP's International Policy Centre for Inclusive Growth (IPC-IG) in Brasilia, working mainly with the analysis of social protection programmes and the monitoring and evaluation of public policies. He is mainly involved in the Centre's cooperation with UNICEF's regional office in the Middle East and North Africa (MENA) region which aims at supporting child sensitive social protection reforms in several countries of the region. Moreover, he works with the evaluation of the PAA Africa programme, a combined school-feeding and institutional demand programme which is currently implemented in 5 African countries. Mario holds a Master's degree in Development Economics from Lund University (Sweden) and the Universidad Carlos III de Madrid (Spain). Before joining the IPC-IG, he accumulated professional experience at the German Embassy in Buenos Aires, the OECD, and the NGO 'Innovations for Poverty Action' in Lima, Peru.

## Rodrigo Octávio Orair



Rodrigo Orair holds a B.A with Honours in Economics from the Federal University of Minas Gerais – UFMG (2002), and a Master's degree in Economics from the State University of Campinas – Unicamp (2006). Rodrigo is a researcher for the Institute for Applied Economic Research (Ipea, Brazil), and currently seconded to the IPC-IG. Rodrigo is an expert on macroeconomics and public finances, having published many studies on topics related to public spending and taxing at central and local government levels, as well as on the relationship between such patterns of public finances and the overall development of the country. These technical studies have been requested and utilised by several different Brazilian public institutions, such as Ipea, the Ministry of Finance and the Federal Court of Accounts (TCU).



*Empowered lives.  
Resilient nations.*

The IPC-IG is a global forum for South-South dialogue on innovative development policies guided by a partnership agreement between UNDP and the Government of Brazil, represented by the Secretariat of Strategic Affairs of the Presidency of the Republic (SAE/PR).

The IPC-IG's mission is to promote policy dialogue and facilitate learning between developing countries around innovative social policies for inclusive growth. The IPC-IG's concrete contribution towards fostering policy dialogue for

inclusive growth is centered around four main areas:

- Producing evidence based research on policies;
- Producing and managing a knowledge base on development policies ;
- Facilitating policy dialogue in the South and engagement with developing countries as well as regional and sub regional groupings; and
- Promoting the effective use of dynamic communications and advocacy tools for engaging with key stakeholders in the developing world.

## Mr Kagisanyo Kelobang



Mr. Kagisanyo Kelobang is the Social Security Specialist within ILO – Pretoria's Decent Work Team (DWT). The role of the DWT Social Security Specialist is to provide technical support to the ILO Pretoria's regional member countries in the assessment, formulation, and implementation of country specific social protection interventions.

Prior to joining the ILO, Mr. Kelobang worked with the African Development Bank's Staff Retirement Plan (Tunisia & Cote d'Ivoire) responsible for actuarial risk management oversight. Earlier appointments include the Ministry of Finance & Development Planning (Botswana), and the Non-Bank Financial Institutions Regulatory Authority (Botswana). Functions undertaken with these agencies were policy development, as well as regulatory and supervisory oversight of the insurance and pension sectors.

Mr. Kelobang holds a BSc. in Actuarial Science (University of Illinois, Urbana-Champaign), as well as MSc. in Actuarial Management (City University, London). He is a Fellow of the Macro-Economic & Financial Management Institute of Eastern & Southern Africa (MEFMI), and a Japan International Cooperation Agency (JICA) alumni.

## Prof Alexander van den Heever



Prof Alex van den Heever presently holds the Chair of Social Security Systems Administration and Management Studies at the University of the Witwatersrand and is an adjunct professor in the Wits School of Governance.

He holds a Masters in economics from the University of Cape Town and has worked in the areas of health economics and finance, public finance and social security in various capacities over the past 23 years. This includes participation in the Melamet Commission of Inquiry into medical schemes, the Taylor Committee of Inquiry into Comprehensive Social Security, and the Ministerial Task team on Social Health Insurance.

Over the period 2000 to 2010 he worked as an advisor to the Council for Medical Schemes, which he was responsible for establishing, and in an advisory capacity to the social security policy processes (including the Department of Social Development, the National Treasury, and the Inter-departmental Task Team on Social Security) taking forward the recommendations of the Taylor Committee.



The Wits Graduate School of Public and Development Management (P&DM) was established in the early 1990s with the primary purpose of helping to build a post-apartheid public service and since its inception, has been at the forefront of an international movement to transform public and development management in South Africa and the region.

P&DM has contributed to public service capacity development over the past 20 years, and has played a pioneering role in using the independent and neutral space of the university to facilitate interaction between civil society, the academy and practitioners.

By continuously developing new knowledge regarding the complex interface between government, society, and development, P&DM has contributed to the creation of more professional and reflective practices around governance in the country and across the continent. During 2013, the School was involved in an extensive process to re-evaluate and reposition itself in the current South African and African context. One of the outcomes of this process was a decision to change the name of the school to the [Wits School of Governance](http://www.wsg.wits.ac.za/). To proceed to our new site, follow this link: <http://www.wsg.wits.ac.za/>

The name change allows the School to reflect current thinking whilst retaining its commitment to building capable, developmental public administrations by providing a space to explore how the world works, analyse regional and global trends, and review practice as a basis for innovation and enabling social change. We welcome you to join us on the journey of building a capable and developmental state for our country and continent.



# Speakers

## Ms Anna Wolkenhauer



Anna Wolkenhauer is a Political Science PhD candidate at the Bremen International Graduate School of Social Science (BIGSSS). In her project she investigates the role of international and regional actors in the emergence of the Zambian social protection regime. Previously, she has worked for the Friedrich Ebert Stiftung (FES) Zambia, the Southern African Social Protection Experts Network (SASPEN), and various research institutes.

BIGSSS is an inter-university institute of the University of Bremen and Jacobs University Bremen. Its Ph.D. program provides close supervision of dissertation work accompanied by demand-tailored education, both embedded in a vibrant research landscape. BIGSSS's supporting institutions provide it with the means to support its fellows financially, logistically, and professionally.



## Ms Rutendo Shylin Mudarikwa

Ms Rutendo Mudarikwa is an Independent Socio-legal Researcher. She completed her Bachelor of Social Sciences in Industrial Sociology and an LLB from Rhodes University. She received an LLM in Labour Law from the University of Cape Town in 2014. She has in the academia as Lecturer and Researcher. From 2012 to 2014 she worked as a Research Assistant for the University of Cape Town's Institute of Development and Labour Law. She has been commissioned by a number of local and international organisations to conduct research. In 2013 she was part of the team of experts commissioned by the ILO to produce an issues paper on the Zambian Labour Law Reform. In 2014 she was commissioned by the Zimbabwe Domestic Workers' Union (ZDAWU) to conduct research on the state of domestic workers in Zimbabwe. Recently she co-authored a chapter in Edward Elgar's Research Handbook on Transnational Labour Law. She seeks to influence the effectiveness of legal interventions in the protection of vulnerable workers.

## Ms Harshani Dharmadasa



Harshani joined the BRAC USA team in January 2015 to support the TUP Advocacy campaign, contribute to proposal development and management of TUP grants, and provide technical assistance for existing and emerging clients implementing Graduation programs worldwide. She was recently involved in supporting the design of phase four of BRAC's Targeting the ultra-poor programme, and development of the "Graduation Boot Camp", a professional development opportunity to identify and train an effective cadre of BRAC staff to represent the Graduation approach and provide high-quality technical assistance. Prior to her current role, Harshani was a consultant for UN Women analyzing gender inequalities within national law and policies with respect to health, education, and employment in Africa and Asia. Harshani was also a Strategic Litigation Fellow at the Open Society Foundations in New York, where she prepared motions for litigation in national and regional systems on issues of economic justice, with a particular focus on displaced and stateless

communities in Latin America and Africa. As a Research Officer for the UN Special Rapporteur on the Right to Health, she participated on fact-finding missions assessing the health conditions of vulnerable communities, facilitated training modules and workshops for health professionals, and worked with local advocates to reform national health laws. Harshani has also held legal support roles at the United Nations Democracy Fund, the International Criminal Court for the Former Yugoslavia, the Australian Asylum Seeker Resource Center, and Red Cross Australia. She holds a Masters of Law, with a specialty in International and Comparative Law, from George Washington University, as well as a Bachelor of Laws and a Bachelor of Arts, Honors, from Monash University in Melbourne, Australia.



Founded in Bangladesh in 1972, BRAC creates opportunities at scale for those living in poverty, using tools that include microfinance, education, healthcare, legal rights, women's empowerment and livelihoods development. BRAC's work touches the lives of an estimated 135 million people, with staff and BRAC-trained entrepreneurs numbering in the hundreds of thousands. BRAC is a global movement bringing

change to 12 countries in Asia, Africa and the Caribbean. BRAC USA is BRAC's USA-based affiliate, and shares the mission and vision of BRAC, supporting these activities through grant-making and strategic program services.

In Africa BRAC has provided Technical Assistance to external public and civil sector agencies on the Ultra-Poor Graduation approach, including to the governments of Kenya and Tanzania and the NGO sector in Mozambique. The Ultra-Poor Graduation approach is a comprehensive time-bound, sequenced set of interventions targeted at creating sustainable economic and social progress in the lives of the most marginalized who live under the extreme poverty line. The approach includes livelihood training, consumption stipends, asset transfers, savings and social integration working in tandem to promote sustainable livelihood options for the ultra-poor. Pioneered by BRAC's Challenging the Frontiers of Poverty Reduction-Targeting the Ultra Poor (CFPR-TUP) program, the Graduation approach has been scaled up by BRAC in Bangladesh where it has graduated 1.6 million households since 2002. The Consultative Group to Assist the Poor (CGAP) and the Ford Foundation Pilot Graduation Program successfully adapted BRAC's Graduation approach in 10 pilots across eight countries, in some cases with the support of technical assistance provided by BRAC. In Bangladesh as well as across the Ford CGAP pilots, Randomized Control Trials (RCT) show strong results.

## Aislinn Delany



Aislinn Delany is a senior researcher at the Children's Institute, a policy research unit at the University of Cape Town. She has fifteen years of experience as an applied social researcher and has worked in the non-profit sector, as a freelancer and, most recently, in academia. Her research interests include poverty and inequality, social protection, children's rights and social policy. She holds a Masters in Research Psychology from the University of KwaZulu-Natal and a Masters in Poverty and Development from the Institute of Development Studies, University of Sussex.

## Stefanie Röhrs



German, Legal expert, Senior Researcher at Children's Institute, University of Cape Town.

The Children's Institute (CI) is a multi-disciplinary policy research unit located in the Faculty of Health Sciences of the University of Cape Town. Since its establishment in 2001, the CI has earned a reputation as one of South Africa's leading organisations working to achieve better conditions for children.

Our aim is to promote effective policies, programmes and interventions that address the needs and rights of children. This is achieved through a multi-disciplinary approach of developing an evidence base through research and using this to advocate for policy, law and service reform to promote equality and realise the rights of all children in South Africa.

Our activities focus on key challenges to the well-being of South Africa's children: poverty, inequality, HIV/AIDS, disparities in access to quality services and education, violence and abuse and limited voice, amongst others.

The work of the CI is widely recognized and used by government, the children's sector and civil society more broadly. Over the past decade the CI has contributed significantly to a number of policy and legislative reforms and has led and participated in a number of networks and alliances within civil society and government. These efforts, together with those of other role-players, have collectively contributed to improved conditions for millions of children.



## Ndangwa Noyoo



Ndangwa Noyoo is an Associate Professor in the Department of Social Work, University of Johannesburg. Previously, he worked for the South African government as a Senior Social Policy Specialist/Chief Director in the National Department of Social Development. Before this, he was a Senior Lecturer in the Department of Social Work at the University of the Witwatersrand. He has published widely in the areas of social policy, social development and related fields, especially, in the context of Africa and Southern Africa. He has also presented papers at various symposia in Africa as well as abroad. He holds a Doctor of Philosophy (Ph.D) from the University of the Witwatersrand, a Master of Philosophy (M.Phil.) in Development Studies from the University of Cambridge and a Bachelor of Social Work (BSW) from the University of Zambia. He was a Post-Doctoral Fellow at the Fondation Maison des Sciences de l'Homme, Paris, France, 2005-06. He is author of two books: *Social Policy and Human Development in Zambia*. (2010).

London: Adonis and Abbey; and *Social welfare in Zambia: The search for a transformative agenda*. (2013). London: Adonis and Abbey. He is also well-versed with the African continent. He is Zambian by birth.

## Nkandu David Chilombo



Nkandu David Chilombo is a Social Policy specialist with UNICEF Zambia Country Office. He has extensive experience in the Zambian social protection sector. In the last twelve years he has worked in Zambia for the UNICEF Zambia Country office, Pensions and Insurance Authority (industry regulator) and KPMG.

He was also for 11 months attached to the Ministry of Labour and Social Security as National Technical Advisor- Social Pensions under the Zambia Social Protection Expansion program. He worked with the Department of Social Security/ DFID/ILO/Help Age International on the proposed National Social Pension scheme.

He has demonstrated his skills and expertise on a number of assignments including being a collaborator with the ILO team that prepared the first ever Social Protection Expenditure Review and Social Budget (SPER) for Zambia (A policy discussion document on the landscape and options for Social Protection/Social Security in Zambia). He was part of the Technical team constituted by the Zambia Government Cabinet and Ministry of Labour and Social Security to develop a Social Protection reform paper that is now being formulated into a Social Protection Bill.

He holds a Master's of Science degree in Public Policy and Human Development, A postgraduate certificate in Policy and Institutional Analysis and a Postgraduate certificate in Actuarial Science.

## Mr Paul Quarles van Ufford



Paul Quarles van Ufford is a Human Geographer with a background in research [topics: regional integration, livestock marketing, and traders' networks in West Africa]. He has acquired progressive experience and expertise in development issues, working for UNICEF in the fields of evaluation, capacity development in evaluation, and social policy [socio-economic development and social protection policies in particular] in Senegal, Vietnam, and currently in Zambia.

UNICEF is a leading humanitarian and development agency working globally for the rights of every child. Child rights begin with safe shelter, nutrition, protection from disaster and conflict and traverse the life cycle: pre-natal care for healthy births, clean water and sanitation, health care and education.

UNICEF has spent nearly 70 years working to improve the lives of children and their families. Working with and for children through adolescence and into adulthood requires a global presence whose goal is to produce results and monitor their effects. UNICEF also lobbies and partners with leaders, thinkers and policy makers to help all children realize their rights—especially the most disadvantaged.





## Mr Akinola Olabanji

Olabanji Akinola is a PhD Candidate in the Department of Political Science at the University of Guelph, Canada

## Mr David Keendjele



David was born in Northern NAMIBIA. He completed his school in 1981 and went to study at the then University of the North, now Limpopo, in Polokwane. He completed a Bachelors of Administration majoring in Public Administration and Industrial Psychology. He further completed an MBL with UNISA.

During his career he served both in Public and Private sector. His major involvement was in Social Security administration. He is the SSC GM: Operations. He also serves as SASPEN Steering Committee member since April 2015.

SSC core business is to provide a foundation of social protection on the principles of solidarity for workers in Namibia and their dependants. Since the inception of the Social Security Commission (SSC) in 1995, it has administered the social insurance scheme for the Namibian workers and their dependants in respect of earnings replacement due to contingencies arising from maternity leave, sick leave and death and work related disabilities, injuries and loss of employment.

SSC is empowered to administer every Fund established by the Social Security Act or any other Fund assigned to

it. For this purpose, SSC must open a current account for every fund it administers.

The books of SSC are audited annually by the Auditor-General to ensure that members' contributions have been properly utilized for approved purposes. Every year, the Minister of Labour tables the financial statements and reports in Parliament to inform the Nation about the work of SSC.

SSC derives its funds from membership contributions through compulsory payroll deductions from every employee working and receiving a basic wage, as well as assessments paid by employers based on the wage bill and nature of industry. The responsibility of registration and payment of contributions is vested with employers and they are encouraged to ensure compliance at all times.

The contributions and assessments are utilised for payment of benefits and meeting administration costs. The net surplus of contributions above benefits and administration costs is invested in a diverse range of financial instruments at different financial institutions within and outside the borders of Namibia. The investment strategies of SSC are guided by an Investment Policy and overseen by an Investment Steering Committee.

SSC administers three funds, namely the Maternity Leave, Sick Leave and Death Benefit Fund ("MSD Fund"), Employees' Compensation Funds ("ECF") and the Development Fund ("SSC-DF"). Two other Funds, namely the National Pension Fund ("NPF") and the National Medical Benefit Fund ("NMBF") are currently not operational as provided for under the Social Security Act.



## Rodreck Mupedziswa



Rodreck Mupedziswa (PhD) is Professor in the Faculty of Social Sciences, University of Botswana, where until recently, he served as Head of Department for 6 years. He was educated at various institutions, including the London School of Economics (University of London) and the University of Zimbabwe. Previous positions held include Director of the Forced Migration Studies Programme in the Graduate School for the Humanities at the University of the Witwatersrand (Wits) in Johannesburg and Deputy Director at the School of Social Work at the University of Zimbabwe. He has served as visiting professor to a number of academic institutions including Anglia Ruskin University, Cambridge, UK, Minnesota

State University, USA, and National University of Lesotho. He has also served as external examiner for University of Cape Town, University of Johannesburg, North West University SA, Women's University in Africa and the National University of Lesotho. A seasoned researcher, he scooped the prestigious University of Botswana Researcher of the Year Award for 2010. Over the years, Prof Mupedziswa has authored/co-authored 8 books, as well as numerous journal articles, book chapters, monographs and occasional papers. He has presented academic papers at over 110 conferences/workshops/symposia in 45 countries. He has been key-note speaker at conferences in Melbourne (Australia); Bologna (Italy); Cambridge (United Kingdom), Kampala (Uganda) and Lisbon (Portugal). Prof Mupedziswa was for 10 years Editor-in-Chief of the accredited *Journal of Social Development in Africa*, and currently sits on editorial boards of 4 international journals. Until recently, he also sat on the seven-member Executive Committee of the Organisation for Social Science Research in Eastern and Southern Africa (OSSREA), headquartered in Addis Ababa. He has served as consultant for many international agencies, including WHO, UNICEF, UNCRD, UNHCR, UNDP, HAI, SIDA and DANIDA. Prof Mupedziswa's research interests focus essentially on social development issues with particular emphasis on initiatives (e.g. social protection) for improving the living standards of vulnerable groups in society.



The University of Botswana is a vibrant, yet relatively young institution of higher learning, which was established on 1<sup>st</sup> July 1982 by an Act of Parliament. The institution, which gets its funding largely from the government, is closely involved in the national development process of Botswana. Its vision is to be a *leading centre of academic excellence in Africa and the world*. Among its several faculties is the Faculty of Science (which inter alia, hosts the School of Medicine), and the Faculty of Social Sciences, which hosts 8 departments, including the Department of Law, and the Department of Social Work (where Professor R. Mupedziswa is based). The Department of Social Work offers four programmes: Diploma in Social Work (DSW), Bachelor of Social Work (BSW) degree, Master of Social Work (MSW) degree and a

PhD Programme which was introduced in 2011. The University of Botswana, which has over 15 000 students, boasts of state-of-the art infrastructure and is fast becoming a favourite destination for many students from within the region and from abroad.

## Maminirina Ralaivelo



Graduated in Sociology and English studies, he has been involved in actions and studies related to social protection since more than ten years. His involvement includes the participation to policy-making in the field of social Protection and the achievement of National studies in this domain. Among others, the following activities have been undertaken:

- Participation as a Consultant to the elaboration of the initial draft of the National Policy for Social Protection
- Elaboration of a document on the National floors for Social Protection in Madagascar, for ILO
- Participation to the drafting of a document on social protection in Madagascar in collaboration with the Worldbank: Three years after the Crisis- Evaluation of Vulnerability, Social Policies and perspectives in Madagascar

He has been an active member of the SADC Core Group of Social Security Specialists.

## Mr Taku Fundira

Senior Economist at Studies in Poverty and Inequality Institute (SPII)

The Studies in Poverty and Inequality Institute (SPII) is an independent not-for-profit research think tank which focuses on generating new knowledge, information and analysis in the field of poverty and inequality studies.



SPII is an independent research think tank which focuses on generating new knowledge, information and analysis in the field of poverty and inequality studies. Through facilitating collaborative partnerships with and between institutions of democracy academia and civil society organisations, the organisation will be able to develop innovative and promoting sustainable development. It will work to support the development of a tradition of effective public participation in policy making and implementation.

The Vision will be realised through:

Bringing together policy makers, analysts and implementers from government, academia and civil society formations, as well as international role players / academics / researchers and activists;

Sharing information about poverty and inequality research and policy processes in order to stimulate new areas of collaboration among stakeholders;

Constantly identifying further areas of research and / or gaps in current knowledge and to commission such research which will contribute to public knowledge and innovation;

Disseminating information and research produced by the Institute to assist in policy development processes and campaigns;

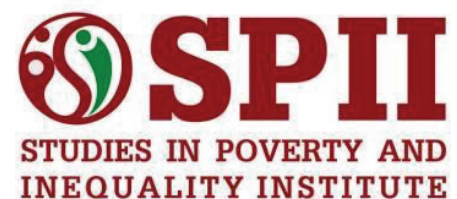
Participating in building regional collaboration and disseminating innovative practices focused on fighting poverty and inequality in the Southern African region.

The main objectives of SPII's founding trustees was to create a safe space within which policy analysts and activist in civil society, researchers, intellectuals and government policy-makers could come together to interrogate the development and implementation of effective evidence-based anti-poverty policies necessary to address the growing level of economic, social and political exclusion and inequalities in South Africa, as well as the Southern Africa region more broadly.

SPII is not just another research and policy institute, it puts emphasis on both content (knowledge) and process (inclusive participation). In addition, SPII's approach relies on identifying and exploring not only areas of agreement between policy actors, but also areas of dissent. Unspoken assumptions and ideological values will ultimately affect the development of appropriate policies. SPII's methodology acknowledges this and as a result, SPII provides space for policy actors to challenge their own position and those of their peers and to distinguish between occasion that require intellectual engagement and those that are determined through ideological engagement.

Cutting across all of SPII's research work is the commitment to a strengthening of public participation in the policy and political arena as an essential condition precedent for South Africa's constitutionally guaranteed participative democracy. The Constitution of the Republic is the touchstone of the Institute, in particular the Bill of Rights. Supporting people's active involvement in decision-making processes also emphasizes the agency of individuals and communities, rather than seeing people as passive recipients of the largesse of state or charity.

SPII's board and staff collectively represent an impressive collection of skills, knowledge and most importantly, experience drawn from a variety of progressive structures and organisations both pre -and post - transition. This social capital provides SPII with access to an extensive network of people both locally, regionally and internationally that we are able to draw on and that qualitatively add to our work.



*Building up knowledge  
to break down Poverty*



## Nikhil Treebhoohun



Nikhil Treebhoohun has experience both in the public and private sector as well as in international cooperation: he was an Economist at the Ministry of Economic Planning and Development and the Ministry of Industry before joining the Industrial and Vocational Training Board (IVTB) as its first Divisional Manager in charge of projects and programmes; he became the first Director of the Export Processing Zones Development Authority (EPZDA), set up in 1992 to act as a catalyst and facilitator to improve efficiency and productivity in the export sector; he was also the first Executive Director of National Productivity & Competitiveness Council (NPCC) a tripartite organisation to drive the productivity movement in Mauritius. He was Head of the Trade Section of the Special Advisory Services Division of the Commonwealth Secretariat from 2005 to 2011. In 2011 he became the CEO of Global Institutional Investors Forum (GIIF), a Trust set up to promote the interests of the financial services sector, which he transformed into a company limited by guarantee called Global Finance Mauritius. Since September 2014 he is the Chairman of OIM.

Oxford International Consultants (Mauritius) Ltd (OIM), an affiliate of Oxford International Associates, based in the UK, is a multi-disciplinary network of experts with hands-on experience in macroeconomic and trade development, productivity and competitiveness, entrepreneurship, finance, private sector development, regional integration and capacity building.

OIM was set up in 2011. The core team has a cumulative practical experience, both as consultants and development practitioners, of more than 50 years in those areas. The core team's expertise is supplemented by an international network of high level individuals, in various fields of specialization, which can be tapped as per the requirement of the client. For more information see the website [www.oxfordmu.com](http://www.oxfordmu.com)

# Poster Presenters

## Mr Victor Chikalanga



Principal Social Security Officer, Ministry for Labour and Social Security Zambia



The Ministry of Labour and Social Security (MLSS) is one of the Government Institutions

which plays a key role in the socio-economic recovery programme of the country aimed at achieving sustainable economic growth and improving well being of Zambians.

In accordance with Government Gazette Notice Number 547 of 21st September 2004, MLSS is responsible for the following portfolio functions:

- Employment Policy
- Social Security Policy
- Labour Policy
- Educational and Occupational Assessment Services
- Occupational Safety and Health Services
- Industrial and Labour Relations
- Monitoring Productivity

Vision Statement: The vision of the MLSS is "To be a proactive institution that promotes an efficient and effective Labour Market System guaranteeing improvement in the quantity and quality of employment for the Zambian labour force"

Mission Statement: In line with the stated vision, the Mission Statement of the MLSS is "to formulate Labour and Social Security policies, programmes and strategies and coordinate their implementation for national development

## Mr Jonathan Tumwebaze



Uganda Christian University was founded when the historic Bishop Tucker Theological College was promoted as a university in 1997. Bishop Tucker Theological College trained clergy and educators during its 84-year history from 1913-1997. The local chief, Hamu Mukasa, granted land for the college to operate in Mukono.

International partnerships were part of the College's missionary history. The Church Mission Society teamed with Ugandan leaders and others to assure the College had the necessary intellectual and other capital.

By the late 1990s, the Church of Uganda sought to have a broader impact on society through the higher education - not only of clergy but of other professionals as well. Uganda Christian University was established in 1997.

In 2004, the Government of Uganda granted a charter to Uganda Christian University - the highest level of national accreditation. UCU was the first private University to receive such a charter from the Government.



## Mr Asrani Gopaul



Mr Asrani Gopaul is a lecturer in Social Work and Social Policy at the University of Mauritius. He graduated in Social Work and holds a Master in Social Development, together with a post graduate certificate in research from the University of Mauritius.

During his career, Mr Gopaul has been working with the Ministry of Youth, The Independent Commission Against Corruption, The Ministry of Culture in Mauritius and many other Non Governmental organisation before Joining the University of Mauritius as a full time academic.

Mr Asrani Gopaul has published articles in the areas linked to social development and social policy. His areas of research interest are social work, social development, informal sector and social resilience in small states islands. Mr Asrani Gopaul is also the secretary of the "Sukhi Parivaar" an NGO aiming at promoting well being of society through family values.

## Mr Wisborn Malaya



Wisborn Malaya is the Secretary General of Zimbabwe Chamber Of Informal Economy Associations (ZCIEA) Zimbabwe since 2002 to date. He resides in Harare and runs a print shop with his wife in the CBD of Harare. During all his period in ZCIEA office to date, he has been the administrator and spear header of a strong and vibrant Informal Economy Organisation, which is now structured across the whole of Zimbabwe. He holds several educational certificates in various leadership skills. He also has a Diploma in Labour Studies from the University of Witwatersrand (Johannesburg South Africa) under the Global Labour University (GLU). Currently he is studying for a Social Sciences degree with a local University.



The Zimbabwe Chamber of Informal Economy Associations was founded in 2002 by a group of 22 Informal Traders Association who desired to have an apex body for this massive (94% of the Zimbabwean Economy) sector which paradoxically had a weak voice and is vulnerable. Formation of this apex body was a result of a tripartite agreement between the ZCTU (Labour) EMCOZ (Business) and Ministry of Labour (Government) in response to the collapsing and shrinking formal structures as a result of the ESAPS. The objective was to harness these precarious operations and seek means and strategies that will facilitate mainstreaming of the Informal Economy with a view to empowering them socially and economically.

In 2008 ZCIEA entered into an agreement with Norwegian People's AID for a four year programme focusing on Public Policy Advocacy its main objective being to harness the precarious operations and seek means and strategies that will facilitate mainstreaming of the Informal economy with view to empowering them socially and economically.

In 2012 ZCIEA continued with its partnership with Norwegian People's AID for another four years under Public Policy and Advocacy. This has seen ZCIEA coming to realize more of its potential to represent the informal workers in Zimbabwe on their rights, influencing national policies, gender equality and sustainable organizational growth.

**THE VISION:** Decent standards of living for all Zimbabweans in a stable economy.

**THE MISSION:** Alleviating poverty through transforming informal economy activities into mainstream activities.

## CONFIRMED PARTICIPANTS

- Mr Adrian Shikwe**, Social Policy Specialist, UNICEF Pretoria, South Africa
- Ms Aislinn Delany**, Senior Researcher, University of Cape Town, Children's Institute, South Africa
- Prof Alexander van den Heever**, Chair Social Security Systems Administration and Management Studies, University of the Witwatersrand, South Africa
- Ms Anna Wolkenhauer**, Ph.D. Candidate, Bremen International Graduate School of Social Sciences (BIGSSS), Germany
- Mr Antonio Paunde**, SATUCC, Organização dos Trabalhadores de Moçambique
- Mr Asrani Gopaul**, Social Policy / Social Work, University of Mauritius, Mauritius
- Ms Ayanda Hlatshwayo**, Consultant, Oxford Policy Management Assistant Consultant, South Africa
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- Ms Chilweza Musonda Muzongwe**, Ministry of Community Development Mother and Child Health, Zambia
- Mr Chris Mwewa**, Journalist, ZNBC Zambia Broadcasting Corporation, Zambia
- Mr Clement Kasonde**, Director, Labour Institute of Zambia, Zambia
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- Prof Evance Kalula**, Director Confucius Institute, University of Cape Town and President emeritus ILERA, Zambia
- Mr Fatadin Fatadin**, Ministry of Social Security, National Solidarity & Reform Institutions, Mauritius
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- Mr Gift Dafuleya**, Researcher, University of Venda, Centre for Social Development in Africa, University of Johannesburg,, Zimbabwe
- Ms Gladys Mponda**, StreetNet International, Malawi
- Dr Godfrey Chiokowore**, Lecturer, Centre of Applied Social Sciences (CASS), University of Zimbabwe, Zimbabwe
- Mr Hamanyanga Miyoba**, Zambia Institute of Special Education, Zambia
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- Mr Jairous Miti**, Social Worker, University of Zambia, Zambia
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- Mr John Musonda**, Programme Manager, Labour Institute of Zambia (LIZ), Zambia
- Mr Jonathan Tumwebaze**, Uganda Christian University Mukono, Uganda
- Mr Joseph Maqhekeni** President, NACTU, South Africa
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- Mr Kenwilliams Mhango**, Country Director, African Network for Prevention and Protection of Child Abuse and Neglect ANPPCAN Malawi Chapter, MUFIS, Malawi
- Prof Laurent Kansinjiro**, Ministry of Gender, Children, Disability and Social Welfare, Malawi
- Prof Leila Patel**, Director, Centre for Social Development in Africa, University of Johannesburg, South Africa



**Mr Leonard Hikaumba**, President emeritus, Zambia Congress of Trade Unions, Zambia

**Dr Maminirinha Ralaivelo**, Sociologist, Madagascar

**Mr Mario Györi**, UNDP International Policy Centre for Inclusive Growth (IPC-IG), Germany

**Ms Marion Ouma**, University of South Africa, Kenya

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**Mr Mwanda Chiwambala**, General Secretary, Malawi Union for the Informal Sector (MUFIS), Malawi

**Mr Mwawi Longwe**, Council Member, SEG / ECAM, Malawi

**Ms Nancy Chenga**, Media Institute of Southern Africa (MISA), Zambia

**Mr Ndongwa Noyoo**, Professor, University of Johannesburg, South Africa

**Mr Necodimus Chipfupa**, Regional Director, HelpAge International - Southern Africa, Zimbabwe

**Dr Ngeyi Ruth Kanyongolo**, Senior Lecturer, Chancellor College, University of Malawi, Malawi

**Mr Ngosa Chisupa**, Lecturer and Consultant, University of Lusaka, Zambia

**Ms Nicola Yon**, National Social Security Authority of Zimbabwe, Zimbabwe

**Mr Nikhil Treebhohun**, CEO, Oxford International Consultants Mauritius, Mauritius

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**Dr Pamhidzai Bamu**, Independent Research Consultant, Harare, Zimbabwe

**Mr Patrick Chanda**, University of Zambia, Zambia

**Ms Pharie Sefali**, Activist & Freelance Journalist, South Africa

**Mr Phillip Tsolanku**, Lesotho

**Mr Rodreck Mupedziswa**, Professor Social Work, University of Botswana, Zimbabwe

**Mr Rodrigo Octávio Orair**, UNDP International Policy Centre for Inclusive Growth, Brazil

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**Ms Sonia Hangula**, Journalist, Confidante Newspaper Namibia, Namibia

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**Dr Stephen Devereux**, Director Centre for Social Protection, Institute of Development Studies University of Sussex Brighton, UK and Professor University of the Western Cape, South Africa

**Ms Susan Chatha**, Malawi

**Mr Taku Fundira**, Senior Economist, Studies in Poverty and Inequality Institute SPII, South Africa

**Ms Teresa Le**, University of the Witwatersrand, United States

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**Mr Vama Jele**, Secretary General, Migrant and Mineworkers Association, Swaziland

**Adv Vicki Erenstein-ya Toivo**, Special Advisor to the Minister, MLIREC Namibia, Namibia

**Ms Victoire Umuhire**, Lawyer / Solidarity Network, ILO Geneva, Switzerland

**Mr Victor Chikalanga**, Principal Social Security Officer, Ministry of Labour and Social Security Zambia, Zambia

**Mr Vince Chipatuka**, Programme Officer, Platform for Social Protection Zambia, Zambia

**Mr Wezi Galera Shaba**, Labour and Development, Malawi Congress of Trade Unions (MCTU) / Southern Africa Trade Union Coordinating Council (SATUCC), Malawi

**Mr Wisborn Malaya**, General Secretary, Zimbabwe Chamber of Informal Economy Associations, Zimbabwe

**Ms Zororo Gandah**, Sub Sahara Africa Community Of Practice on Cash and Conditional Cash Transfers, Zimbabwe

**Ms Zubeda Chande**, Institute of Finance Management, Faculty of Insurance / Social Protection Training, Tanzania



SASPEN was founded at the conference presented in this publication, on May 15, 2012 in Johannesburg, South Africa.

## Social Protection in Southern Africa

Join the Experts

## Be Part of the Network

The Southern African Social Protection Experts Network, SASPEN, is a not-for-profit loose alliance of stakeholders, scholars and consultants who engage with social protection in the SADC region. It promotes the fostering, expansion and improvement of social protection in SADC countries and engages in dissemination and sensitisation by providing platforms for exchange regarding social protection programmes, frameworks, research and consultancies and by creating network structures to link participants with each other and to relevant institutions. Activities of the network may include country workshops, international conferences, seminars, publications, joint research, dissemination of information.

The network aims to provide a basis for (i) sharing of experience and information based on research and in-depth knowledge of social protection issues, (ii) constructive debate, discourse, discussion and reflection among experts and with stakeholders and role-players, and (iii) rendering a range of services to support the promotion, development and implementation of social protection in SADC countries, with reference also to strengthening social protection floor initiatives – on a commissioned, requested or self-initiated basis.



The exchange and interaction within the network is guided by the principles of independence of individual participants, collaboration in network activities, professionalism and objectivity.

The network is not membership-based. There are two modes of possible involvement by individuals in the network: affiliation and registration. Both modes require participants to create a user account in the web-based network platform [www.saspen.org/network](http://www.saspen.org/network). By so doing, participants become affiliates and are subscribed to the network's emailing list. Those who furthermore express willingness for active participation in network activities by filling out an expert profile qualify for the status of registered network participant. Registered participants make themselves visible to other registered network participants and in turn receive access to their profiles. They may thus also be visible to third party institutions in search of expertise or services. Institutions can be affiliated to the network and advertise their engagement and activities.

Participation in the network is free and carries no responsibilities or financial rewards or entitlements. No contractual arrangements involving network participants (or facilitated through platforms provided by the network) will include the network but will be subject to individual parties who may link and/or engage through the network.

Affiliate yourself to the network online: [www.saspen.org/network](http://www.saspen.org/network)

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