

## The certificate programme in managing social security and pensions

Many income earners and their families in Southern Africa are not protected by social security. Others are inadequately protected in certain essential categories of social risk. In response, countries in the region have initiated comprehensive social security reforms which seek to strengthen social security protection to income earners and to new categories of risk.

In South Africa, there is a move afoot to build a more inclusive and comprehensive contributory system. To do this, there is a need to develop the capacity of policy-makers, stakeholders and civil society, as well as managers and office-bearers within the system.

To respond to this need, Wits University, in partnership with the International Labour Organisation (ILO), presents an innovative Course on Managing Social security and Pensions. The course gives participants practical knowledge of social security systems and their associated pensions systems, and how they are designed and managed. The course concludes with a focus on the South African system and reform debates.

### The course is designed to:

- Equip participants with a basic foundation of the conceptual frameworks, core principles, theories, and practice of social security in general and more specifically as it relates to pensions provision.
- Promote a comparative systems approach to understanding social security and pensions policy.
- Provide participants with a practical knowledge of social security interventions related to the *provision of pensions* and be able to reasonably apply this understanding to South Africa or their national contexts and to participate in policy discussions and debates.
- Access international expertise and knowledge which can be applied to the South African context.
- Support participants with their professional career development in their chosen fields.
- Support the achievement of strong capacity within public entities while also strengthening the quality of public discourse within the field of social security.

### Target groups and admission requirements:

The Certificate Programme in Managing Social Security and Pensions is aimed at:

- Middle- and senior- level managers and policy analysts working in national government, supervisory and regulatory authorities and government agencies
- Managers and analysts working in private regulated entities responsible directly or indirectly for the provision or financing of pensions
- Actuaries and financial modellers interested in strengthening their knowledge and skills on the policy aspects of the analysis of social security
- Trustees and members of boards of administration of publicly mandated public or privately managed social security institutions

## Process of developing the programme

This programme falls within the ambit of the newly established Chair of Social Security Systems Administration and Management Studies situated within the Graduate School of Public and Development Management. In addition it responds to proposals from Government of South Africa.

The Partnership with the International Labour Office derives from a request from NEDLAC in South Africa in the framework of South Africa Decent Work Country Programme for continuous training to Government and social partners on social security in the context of social security reform.

The ILO has also had requests from other countries in Southern Africa for similar executive training to be offered on a continuing basis in the region.

## Course approach

The initial three modules prepare participants for a detailed examination of the South African context (in the final and fourth module) and a practical evaluation of the role of social security interventions and on the institutional and management implications of social security reform.

With respect to pensions, the course will clarify the role in achieving social security objectives played by non-contributory and contributory systems, including regulated private pension schemes. Course content will address different dimensions involved in analysing social security systems including financing, benefit designs, institutional frameworks and governance (general and financial; supervision and regulation of pension systems, and elements of organization and administration).

## Content and course structure

This course consists of two one-week modules, separated by one week to allow participants to internalise the material covered during lectures, and prepare for assessment.

This course provides participants with the tools to interpret domestic social security reform with an emphasis on the *provision of pensions*. It starts with the core values and principles that have become associated with social security systems and then covers practical experience globally taking account of regional tendencies. From this base it moves on to framing generalizable constructs of specific relevance to South Africa and to other contexts.

Taking this into account the course will then evaluate the South African context in detail.

## Course Outline

### Module 1: Introduction to Social Security (2.5 days)

Participants are introduced to the values, principles and programmes associated with social security systems globally. This covers the evolution of social security systems including issues such as political economy, financing, institutional frameworks and policy development.

- Basic economics of pension reform : objectives, principles of public pension systems
- Principle features of social security systems
- Risks to individuals, risk sharing, transfers and redistribution
- Economic effects of pensions
- Consequences for Public finance

### Module 2: Comparative Social Security Reforms relating to pensions provision (2.5 days)

This module looks at a range of country developments in pension systems within a global context drawing on the foundations raised in module 1. The countries selected will seek to highlight trends within a range of regional settings and focus on issues of relevance to the South African context. The components of reform addressed will include institutional approaches, governance (including financial governance), public finance principles and financing, approaches to investments, coverage and the quality of coverage (particularly in relation to vulnerable groups and those easily excluded). Areas covered include:

- Pension systems in selected countries
- The political economy and management of reform in

- selected countries
- Non-contributory schemes
- International diversity and trends
- Selected Issues:
  - pluralistic design and flexible systems
  - extension of coverage
  - contribution evasion / compliance
  - improving governance

- Pensions and labour markets
- Gender and family
- Financial governance and impact of demography, options for reform adjustments in public schemes
- The management of Investment
- Governance and administration
- The distinct roles of supervision and regulation in pension systems

## Module 3: Financial and Institutional Frameworks for Social Security and pensions provision (2.5 days)

Participants will gain in-depth exposure to alternative financial and institutional constructs drawing on the comparative reviews derived from module two. A key outcome of this module for participants is an understanding of generalizable principles associated with the design of institutional and financial approaches to social security and pension systems including a comprehensive focus on governance and accountability aspects and their role in ensuring sustainable and accessible pensions systems relevant to both public and private agents and actors. Areas covered include:

- Redistribution and risk sharing
- Funding and financing

### Main bibliography

- Barr N. *The Economics of the Welfare State*. 2004.
- Barr N and Diamond P. *Pension Reform: A Short Guide*. 2010.
- *Governance of Social security systems: a Guide for Board Members in Africa*. 2010.
- International Labour Organization. *Social Security (Minimum Standards) Convention*. 1952 (No. 102).
- International Labour Organization. "Invalidity, Old-Age and Survivors' Benefits Convention", 1967 (No. 128).
- International Labour Organization. *Social Security Pensions, Development and Reform*. 2000.
- International Labour Organization. *Financing Social Protection*. 2004.
- International Labour Organization. *World Social security report 2010/2011*. 2011.
- ILC. *General Survey Concerning Social Security Instruments in Light of the 2008 Declaration on Social Justice for a Fair Globalization*. 2011.

### Methodology

This is a residential course. It is designed to be action-oriented, using a highly participative approach, with particular attention paid to sharing international experience with a view to adaptation and practical application. Training methods combine lectures and discussions, case studies, role-play exercises and group work.

### Skills attained and level of competence

On completion of all the requirements for the certificate, participants will be able to:

- Apply relevant conceptual and analytical frameworks to key issues relating to social security and the provision of pensions;
- Develop and demonstrate an understanding of the principles, programmes and challenges in social security and pensions; and

## Module 4: Social Security and Pension Reform in South Africa (2.5 days)

This capstone module addresses the South African context and domestic debates, options and potential reform trajectories taking into account insights drawn from earlier modules. It will include: a full review of the existing South African pension system within the context of social security; and an evaluation of shortcomings and potential options going forward.

Areas covered include:

- South African context
- Opportunities and rationale for extension in coverage
- Issues of design
- Organization and implementation
- Governance of both public and private agents

- In the area of social security and the provision of pensions applicable to both public and private provision: understand and participate in policy debates; and support decision-making in policy development and operations.

The program is offered at a level 8 on the NQF and participants are expected to perform at this level.

### **Assessment of performance**

The assessment of participants' performance will be undertaken for each module of the certificate. Levels of understanding and application will be measured in different parts of the course as follows:

- Written examinations will be used to assess understanding of theoretical and conceptual issues as well as practical issues.
- Assignments, essays, presentations, and case study development work will be used to assess application of theoretical, conceptual and practical aspects of the material.
- An external examiner will examine all the modules to ensure an appropriate level of work.

### **Admission requirements**

An honours degree, or equivalent.

### **Dates**

The course is provided over two weeks, with a one-week break between the first and second weeks.

Week 1, encompassing modules 1 and 2: 4 to 8 July 2011

Week 2, encompassing modules 3 and 4: 25 to 29 July 2011

### **Cost**

The course cost is R18,000 per participant.

### **Contact**

For further information please email Edith Lefine: [Edith.Lefine@wits.ac.za](mailto:Edith.Lefine@wits.ac.za)

**APPLICATION FOR POSTGRADUATE ADMISSION / FURTHER STUDY**NB: this form is only to be used when applying for a P&DM Certificated Programme/Course**General Information**

Which programme do you wish to apply for:	
Commencing on:	

**Name**

Surname	
First name/s	

Title (eg Mr, Mrs)		Date of Birth yr/mnt/dt							
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Population group	African	Coloured	Indian	White	Other:
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Details required by Government for Statistical Purposes

**Personal details**

Home language		Gender	Male	Female
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Do you have South African citizenship?	Yes	No
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RSA ID number	
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Or

Passport number	
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Do you have any disabilities?	Yes	No	If yes, please state nature of disability
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**Addresses/contact**

Postal Address		Cellular Phone	
		Telephone	

Home Address		Fax	
	Post Code		

Work Address		Telephone	
		Fax	
	Post Code	Email address	

**Next of Kin**

Relationship		Title		Initials		Surname	Telephone
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**Education background**

Detail/name of qualification	Years registered for each qualification	Name of institution	Date of graduation
Name of last secondary school attended:-		Date completed:-	Subjects
Do you have a matriculation certificate (yes or no)			

**Professional / work background**

Name of employer	Years at company	Position and level (please also indicate if you were in a management position)

**Describe in detail the major responsibilities in your recent job**

**Have you applied to other management Schools? Yes No**

**Funding / sponsor details**

Who will be funding your studies			
If a donor is funding your studies please provide the following details			
Postal Address		Cellular Phone	
		Telephone	
	Post Code	Fax	
Name of contact person:		email	
		Name	Signature
Signature or letter attached to confirm funding support			

**Indemnity and undertaking****LEGAL DECLARATION OF INDEMNITY AND UNDERTAKING**

**I, THE APPLICANT,**

- (1) Acknowledge that the University does not accept responsibility for damage or loss in respect of property of the applicant or in respect of property brought onto University premises by the applicant.
- (2) Do hereby indemnify the University in respect of any damage caused by the applicant to University property or to the property of third parties, whether on or off the University premises, as a result of the applicant's actions either whilst on the University premises or whilst engaged in any activity related to the University.
- (3) Undertake, during the orientation period and for any period during which I am a registered student, to be bound by the rules and regulations of the University for the time being in force, including the rules and regulations of any University residence, club or society to which I may be admitted or become a member and by any requirements or conditions imposed by the University on me as a prerequisite to my registration as a student of the University in any faculty.
- (4) Certify that the information provided in this form and all supporting documentation is accurate and acknowledge that furnishing any false information may result in disciplinary proceedings being taken against the applicant.
- (5) Declare that I have furnished the University with all the information necessary to make an informed decision about my admission.
- (6) Undertake to pay unconditionally all fees, charges and equipment surcharges payable to the University as they fall due for payment, for any period for which I am or may become a registered student or the applicant is or may become a registered student of the University.

**ALL APPLICANTS MUST SIGN BELOW – Thank you**

Signature of applicant:.....  
Date:.....

**Office use**

Application received on (date)	
Processed by (programme coordinator)	
Check min criteria met (programme coordinator)	
Academic Evaluation and decision	1.