

THE VOICE OF SOUTH SUDANESE WORKERS

NATIONAL SOCIAL INSURANCE FUND

A Trust-First Implementation Framework for Protecting Workers and
Building Sustainable Social Protection

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01 EXECUTIVE SUMMARY

CORE MESSAGE

South Sudanese workers support the NSIF as a critical pillar of social protection and retirement security. Implementation must be founded on trust, transparency, accountability, legal compliance, and demonstrated institutional capacity.

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Workers are not opposed to social insurance. They seek assurance that governance systems, financial safeguards, and accountability mechanisms are fully operational before mandatory contributions are transferred to the Fund.

THE FOUNDATION OF TRUST

Successful NSIF implementation requires a governance framework that prioritises worker confidence. Every stage must demonstrate transparency, protect employee savings, and establish clear accountability mechanisms before expanding to the broader workforce.

NSIF Policy Brief No. 001/2026 | The Voice of South Sudanese Workers | June 2026

02 PRIORITY RECOMMENDATIONS

Six critical actions must be taken to establish a credible, worker-trusted NSIF system:

1

CONSTITUTE AN INDEPENDENT BOARD OF TRUSTEES

Establish a multi-stakeholder governing body with representatives from government, employers, trade unions, and independent experts to ensure balanced oversight.

2

PUBLISH ALL IMPLEMENTING REGULATIONS

Make all NSIF procedures, contribution schedules, benefit formulas, and operational guidelines publicly available in accessible formats.

3

ESTABLISH INDIVIDUAL EMPLOYEE ACCOUNTS

Create transparent contribution tracking systems where every worker can verify their contributions, accrued benefits, and account status in real time.

4

RING-FENCE ALL NSIF FUNDS

Protect all contributions through independent audits, public financial reporting, and legal safeguards that prevent diversion or misuse of worker savings.

5

CONDUCT NATIONWIDE STAKEHOLDER CONSULTATIONS

Engage workers, employers, civil society, and development partners across all regions to ensure inclusive policy design and implementation.

6

ADOPT A PHASED IMPLEMENTATION APPROACH

Roll out the NSIF progressively, beginning with government employees to demonstrate system integrity before extending to private-sector workers.

NSIF Policy Brief No. 001/2026 | Priority Recommendations for Trust-First Implementation

03 TRUST-FIRST IMPLEMENTATION

A two-phase approach that builds credibility through demonstrated government commitment before expanding coverage:

I PHASE ONE: PUBLIC SECTOR FIRST

The Government implements the NSIF for its own employees and civil servants during Year One. This phase establishes operational credibility and demonstrates institutional capacity.

- Government employees enrolled
- Full government contribution remitted
- Transparent management demonstrated
- Audited reports published
- System effectiveness proven



II PHASE TWO: PROGRESSIVE EXPANSION

After successful public-sector verification, the NSIF is progressively extended to NGOs, private companies, and other employers with proven safeguards in place.

- NGO sector inclusion
- Private companies enrolled
- Verified system applied
- Worker confidence secured

WHY THIS APPROACH WORKS

This phased approach builds public trust, acts as a guarantee to workers, and demonstrates government commitment to protecting employee savings. Government leads by example, proving the system works before requiring private-sector compliance.

04 EXPECTED OUTCOMES

A Trust-First NSIF implementation delivers measurable benefits for workers, employers, government, and the nation:



INCREASED PUBLIC TRUST

Workers gain confidence that their contributions are secure and their retirement benefits will be honoured through transparent governance.



STRONGER COMPLIANCE

Employers are more willing to participate when the system is proven, regulations are clear, and accountability mechanisms are visible.



PROTECTED SAVINGS

Employee contributions are ring-fenced and safeguarded against misuse, diversion, or administrative failure.



REDUCED LABOUR DISPUTES

Clear regulations, transparent processes, and verified systems minimise conflicts between employers and employees.



IMPROVED CREDIBILITY

The NSIF earns international recognition as a well-governed social protection institution, attracting development partner support.



SUSTAINABLE PROTECTION

A robust, trusted system creates the foundation for long-term social protection that serves generations of South Sudanese workers.

CALL TO ACTION

**PROTECT WORKERS.
BUILD TRUST.
SECURE OUR FUTURE.**

Government, Parliament, Employers, Trade Unions, and Development Partners must jointly adopt a Trust-First NSIF Implementation Framework that protects workers while strengthening national social protection.

**JOINTLY ADOPT THE TRUST-FIRST
NSIF IMPLEMENTATION FRAMEWORK**

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For: Government of South Sudan • Transitional National Legislative Assembly • Trade Unions • Civil Society • Development Partners

