

## Dr Anna McCord

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### PROFILE:

Anna McCord is a sociologist with a PhD in economics, and 30 years experience in international development. She specialises in social protection policy and programme design, impact appraisal and evaluation with a particular interest in public works programmes, and the political economy of social policy interventions. Anna has experience throughout north and sub-Saharan Africa, as well as central, southern and south eastern Asia, having worked closely with a range of major donors, UN agencies, governments and non governmental agencies and has published widely in a variety of media. She has written and taught extensively on social protection, public works, labour markets, political economy, and shock responsive social protection. Anna is currently leading research and advisory work on the role of PWP as a response to the socio-economic crisis induced by C-19, and its links to climate change, working with DFAT, the ILO, WFP and the World Bank.

### QUALIFICATIONS

2009	<b>PhD Economics</b> , University of Cape Town, South Africa <i>'The Anatomy of Public Works: The social protection function of public works programmes</i>
2002	<b>MCom Economics</b> , University of Cape Town, South Africa – including health economics
2001	<b>Diploma Economics</b> , Open University, England
1990	<b>BA (Hons) Social and Political Science</b> , University of Cambridge, England

### IN COUNTRY WORK EXPERIENCE (RESEARCH, ANALYSIS AND DESIGN)

Africa	DR Congo, Ethiopia, Ghana, Guinea Conakry, Kenya, Liberia, Malawi, Morocco, Mozambique, Rwanda, South Africa, Tanzania, Tunisia, Uganda, Zimbabwe
Asia	Bangladesh, China, India, Indonesia, Mongolia, Nepal, North Korea, the Philippines, Vietnam

### LANGUAGES

English, (fluent spoken, reading and writing) French (fluent spoken, and reading)

### CAREER

10/2017 – present	<b>Research Affiliate</b> , Sheffield International Institute for Development, (SIID) University of Sheffield
09/2012 - present	<b>Director</b> , The Poverty and Inequality Practice Ltd, UK <b>Honorary Research Fellow</b> , University of Manchester <b>Research Associate</b> , Overseas Development Institute, London
09/2008 – 09/2012	<b>Social Protection Research Fellow</b> , Overseas Development Institute, London
01/2007 – 09/2008	<b>Research Manager</b> , Public Works Research Project, South Africa Labour and Development Research Unit (SALDRU), School of Economics, University of Cape Town (UCT), South Africa
03/2004 – present	<b>Research Affiliate</b> , SALDRU, UCT, South Africa
01/2003 – 03/2004	<b>Visiting Research Fellow</b> , Centre for Social Science Research, UCT, South Africa
01/2003 – 04/2007	<b>Economic Advisor</b> , UK Department for International Development (DFID), London
07/2002 – 01/2003	<b>Research Associate</b> , SALDRU & Development Policy Research Unit, UCT, South Africa
10/1999 – 01/2001	<b>International Advocacy Coordinator</b> , Policy Section, Save the Children (SCFUK), London
04/1997 – 10/1999	<b>Programme Officer</b> South East and East Asia Programme (China, Mongolia, North Korea and Vietnam), SCF UK, London
10/1994 – 04/1997	<b>Emergencies Manager</b> South Asia & West Africa, Emergencies Department, Oxfam GB
01/1993 – 10/1994	<b>Emergencies Officer</b> , Emergencies Department, Oxfam GB, Oxford
09/1991 – 01/1993	<b>Policy Researcher and Lobbyist</b> , Policy Department, Oxfam GB, Oxford

## EXPERIENCE

<b>Shock Responsive Social Protection</b>	<p>Technical Advisor - CIDT Learning Facility on social protection in C-19 (E&amp; C Africa) (WFP, 2020)</p> <p>Advisor - Public Works Responses to C-19 (DFAT, 2020)</p> <p>Social Protection Advisor – Development of AAP Programming in Somalia (World Bank, 2020)</p> <p>Convenor and Presenter of Webinar on PWP Responses to C-19 (Socialprotection.org, 2020)</p> <p>Convenor ISPA PWP Working Group Meeting on C-19 (World Bank/ILO, 2020)</p> <p>Technical Advisor - Review of Social Protection Climate Change Adaption and Shock Responsiveness, Mozambique, (DFID, 2016)</p> <p>Author and Lead Researcher - Shock Response Readiness Appraisal Toolkit and Conceptual Overview of Shock Responsive Social Protection (DFID, 2013)</p>
<b>Political Economy Analysis</b>	<p>Team Leader – evaluation of Social Protection Policy Engagement in Uganda (DFID, 2017-18)</p> <p>Team Leader, methodology developer and analyst - impact of IFAD policy engagement in SE Asia using innovative theory based qualitative approaches (India, Indonesia, Nepal &amp; Vietnam) IFAD (2016-17)</p> <p>Analyst - political economy of social protection in Kenya, ESID, University of Manchester (2015-17)</p> <p>Methodology developer and analysis - impact of UNICEF programming on social protection policy and programming, UNICEF (2014)</p> <p>Political economy analyst - extending social protection policy options in Nepal, DFID (2013)</p> <p>Advisor - Political Economy of Social Protection (African Universities Initiative), PASGR (2013-14)</p> <p>Reviewer - political economy of Employment Guarantee Scheme development in Nepal, DFID (2013)</p> <p>Author - Save the Children UK Institutional Advocacy Strategy, SC UK (2000)</p>
<b>Social Protection and Labour Markets</b>	<p>Technical Advisor, Moderator and Report Author - Conference on Social Protection and Employment Promotion for DFAT (2017)</p> <p>Convenor - international multi-donor conference on the implications of labour market changes in developing countries for social protection needs and provision (2014)</p> <p>Lead author - Social Protection and Sustainable Employment for DFAT (2014)</p>
<b>Financing Social Protection</b>	<p>Co-author - ODI comparative study of the fiscal impact of cash transfers and taxation for DFID, (with Bastagli) (2015-17)</p> <p>Author of published articles and briefing notes on financing social protection in LICs (2011)</p> <p>Advisor - Value for Money approach for analysis of social protection programming (DFID, 2011)</p> <p>Advisor - Value for Money in DFID social protection programming (National Audit Office (UK), 2011)</p> <p>Development of Workstream on the Economics of Social Protection (DFID, 2009-10)</p>
<b>Evaluation</b>	<p>Advisor – Evaluation Design for Environmental Impact of PWP in Madagascar, World Bank (2019-20)</p> <p>Expert Advisor (design) - evaluation of environmental impact of South African national Expanded Public Works Programme (EPWP) for Government of South Africa, HSRC (2016-19)</p> <p>Technical Advisor - review of WFP Cash for Assets Programme in Lesotho for ODI, WFP (2015)</p> <p>Expert Panel Advisor – qualitative evaluation of HSNP Programme, Kenya, DFID (2015-17)</p> <p>Designer and implementer - mixed methods evaluation of impact of PWP assets on livelihoods, Ethiopia (PSNP) and Kenya (WFP), DFAT (2013-16)</p> <p>PWP Advisor - evaluation of EPWP social sector for Government of South Africa, EPRI (2014)</p> <p>Technical Advisor - evaluation of the EPWP in KwaZulu Natal, South Africa, HSRC (2014)</p> <p>Team Leader - NUSAF PWP design review, Uganda, DFID (2013)</p> <p>Team Leader - WFP FFA multi-country study of PWP impact on food security livelihoods, WFP (2012)</p> <p>Expert Advisor - qualitative evaluation of SAGE Cash Transfer programme, Uganda, DFID (2012-15)</p> <p>Expert Advisor to UK National Audit Office - review of DFID Cash Transfer Programming (2011)</p> <p>Advisor – DFID Value For Money Tool Guidelines Development (2011)</p> <p>Expert Advisor - UN Expert Group on Building Employment for a Sustainable Recovery, ILO (2011)</p> <p>Evaluator - global World Bank public works programming 2000-10, IEG, World Bank (2010)</p> <p>Evaluator - mid term evaluation of National EPWP, South Africa (2007)</p> <p>Team Leader - evaluation of EPWP (Infrastructure Sector) Western Cape, South Africa (2006)</p> <p>Socio-economic Advisor - Working for Water PWP, South Africa (2006-8)</p> <p>Analyst - overview and analysis of Social Protection provision in Kenya, UNICEF (2005)</p>

	<p>Designer and implementer – evaluation of impact and design of PWP on HIV/AIDS in East and Southern Africa (Ethiopia, Zimbabwe, South Africa and Malawi) UNICEF (2005)</p> <p>Evaluator –social protection programmes in Malawi, Zimbabwe (WFP PRRO) and South Africa, DFID (2003-05)</p> <p>Team Leader and designer - study to inform the wage rate in PWP in Malawi, CARE (2004)</p> <p>Designer and researcher - Working for Water PWP review, South Africa, WFW (2004)</p> <p>Designer and manager - mixed methods evaluation of the impacts of PWP in South Africa, (2003)</p>
<b>Programme/Sector Review</b>	<p>Review of lessons learned from WFP Social Protection Sector Programming - Public Works and Systems, with the University of Wolverhampton, WFP (2019-20)</p> <p>Lead – Review of SPIAC-B ISPA Initiative, World Bank/ILO (2019-20)</p> <p>Leader – Review of Regional Social Protection Provision for Small Scale Fishers in the Mediterranean, FAO (2017-19)</p> <p>Team Leader - Annual Review VUP, Rwanda, DFID (2014 &amp; 2016)</p>
<b>Programme Design</b>	<p>Design of EC Social Protection Indicators (2020)</p> <p>Social Protection Expert, Programming Beyond Aid programme design in Ghana, DFID (2018-9)</p> <p>PWP Advisor - development of Social Protection strategy for Somalia, UNICEF (2014)</p> <p>PWP Expert, Business Case design for VUP, Rwanda, DFID (2013)</p> <p>Business Case design, TASAF 2 social protection programme in Tanzania, DFID (2011-12)</p> <p>Business Case design, national social protection provision in Ghana, DFID (2010)</p>
<b>Desk Research</b>	<p>Research and lead author ‘100 Years of PWP Programming in the ILO’, ILO (2019)</p> <p>Co Author of ‘Lessons from MGNREGA’ for sub-Saharan Africa, GIZ (2019)</p> <p>Review of IFI Indicators on Social Protection and the SDGs &amp; Guidelines for EU Performance Indicator Development, EC (2016)</p> <p>Review of impact of social protection interventions on sustainable employment, DFAT (2014)</p> <p>Review of impact of social protection interventions on livelihoods and growth, with Slater, DFID (2014)</p> <p>Review of ideological and institutional context for international social protection policy, EC (2013)</p> <p>Review of Social Protection and HIV, ILO (2012-13)</p> <p>Review of potential to scale up social protection as crisis response tool, DFID (2012 -13)</p> <p>Review of Community Based Targeting, World Bank (2012-3)</p> <p>Systematic Reviews: Comparative impacts of CT and PWP. Impact of PWP on stability, DFID (2010-12)</p> <p>Review of PWP in Africa, World Bank (2009)</p> <p>Review of PWP in South Asia, World Bank (2010)</p>
<b>Thought Leadership</b>	<p>Presentation: <i>Public Employment Programming – a viable social protection response to the fundamental development challenges of environmental and economic crisis?</i> ODI (2019)</p> <p>Convenor (with Motala and Ngandu) of workshop on reconceptualising PWP for the challenges of the 21<sup>st</sup> Century and learning lessons from current programming HSRC, (2016) (Book in preparation)</p> <p>Convenor of bi and multilateral donor workshop on rethinking PWP impact evaluation, ODI, (2016)</p> <p>Convenor of international multi-agency expert workshop on social protection and labour markets in the 21 century ODI, (2014)</p> <p>Member of International Working Group to develop interagency PWP appraisal tool, ISPA (2013-15)</p> <p>Initiator of International Multi-Agency Public Works Community of Practice (2013)</p> <p>Convenor and chair of two international multilateral donor and bilateral agency conferences on Financing Social Protection and SP Data Harmonisation (DFID and World Bank), ODI (2011 &amp; 2012)</p> <p>Convenor (with UNICEF), of First International Conference on Humanitarian Aid to DPRK (1997)</p>
<b>Facilitation</b>	<p>Facilitator of workshop on Social Protection and the humanitarian development nexus, EC (2019)</p> <p>Facilitation of international staff and partner workshop on SP &amp; active labour markets, DFAT (2017)</p>
<b>Training</b>	<p>Teaching postgraduate applied social research, University of Sheffield (2016 -20)</p> <p>Teaching post graduates/donors/government officials on social protection, PWP and ALMP (EPRI &amp; Development Pathways) (Congo, Ethiopia, South Africa, Uganda, United Kingdom, Zambia) (2006-19)</p> <p>Technical moderator of DFAT/GIZ Conference on Social Protection for Employment (2017)</p> <p>Training international EC staff on social protection indicators and public works (2016)</p> <p>PhD Examination - University of Cape Town (2016)</p>

Masters Social Policy Supervision - University of York (2016)  
 Reviewer for lead Development Journals, including Journal of International Development (2015-present)  
 Training of international EC and DFAT staff on social protection and public works (2014)  
 Training of DFID staff on Active Labour Market Policies (2013)  
 Preparation of DFID toolkits: PWP impact appraisal (2012)  
 Teaching components of Maastricht University Comparative Social Policy Masters course (2006-10)  
 Reviewer for World Development (2015-)  
 Quality Assurance Reviewer and Advisor OPM - DFID funded MAINTAINS programme (2020)

## Reviewer

## SELECTION OF REPORTS, PUBLICATIONS AND PAPERS

### Books

2013 *Public works and social protection in Southern Africa. Do public works work for the poor?* Juta Press/UNU. Cape Town/ Tokyo.

### Journal articles

2019 'Limitations of the indicators for Sustainable Development Goal targets relating to social protection provision, in the context of universal social protection and USP2030', Policy in Focus, Vol.17, No. 2  
 2015 (with Slater) 'Social Protection and Graduation through Sustainable Employment'. *IDS Bulletin* 46.2  
 2013 (with Hagen-Zanker) 'The Affordability of Social Protection in the Light of International Spending Commitments'. *Development Policy Review*, Vol. 31, Iss. 4  
 2010 'The impact of the global financial crisis on social protection in developing countries', *International Social Security Review*, Vol. 63, No. 2.  
 2005 A critical evaluation of training within the South African national public works programme. *Journal of Vocational and Educational Training*. Vol 57, Iss 4

### Book Chapters

2017 'The Role of Public Works in Addressing Poverty: Lessons from recent developments in Public Works Programming', in Hulme and Lawson (eds) *What Works for Africa's Poorest*, Practical Action Publishing.  
 2016 (with Yablonski and Winder Rossi) 'The Political Economy of Cash Transfer Evaluations', in Davis, Handa, Hypher, Winder Rossi, Winters and Yablonski. (eds) *From Evidence to Action: The Story of Cash Transfers and Impact Evaluation in Sub Saharan Africa*, OUP.  
 2013 (with Meth) 'Work and welfare in the global South: public works programmes as an instrument of social policy', in Surrender R and Walker (eds) *Social Policy in a Developing World*. OUP.  
 2013 (with Slater) 'Learning from the PSNP: The influence of Ethiopia's social protection experience in sub-Saharan Africa and beyond', in Pankhurst, A, Rahmato, D and van Uffelen, G (eds) *Food Security, Safety Nets and Social Protection: the Ethiopian Experience*. Forum for Social Studies, Ethiopia.  
 2010 (with Meth) 'EPWP – A major role in reducing unemployment and poverty?' in the Institute for Justice and Reconciliation's *Transformation Audit 2009*.  
 2008 (with Mills, De Lorenzo and Malherbe) 'Jobs, Jobs, Jobs! Public Works for Post-Conflict Development', in Mackinlay, McNamee, and Mills (eds) *International Peace Building for the 21st Century*. American Enterprise Institute for Post-Conflict Public Policy Research/Royal United Services Institute. London.  
 2008 (with Meth) 'The Function of Infrastructure Spending and Public Works in the Developmental State: Will increases in infrastructure spending and labour intensification contribute to the distribution of benefits from infrastructure investment to the poor?' in Turok (ed) *Wealth Doesn't Trickle Down: The Case for a Developmental State in South Africa*. Cape Town.  
 2008 'The Social Protection Function of Short Term Public Works Programmes in the Context of Chronic Poverty' in Barrientos and Hulme (eds) *Social Protection for the Poor and Poorest: Risk, Needs and Rights*, Palgrave  
 2007 'Training and the EPWP' in Kraak (ed) HSRC Human Development Review 2008. HSRC Press, Cape Town.  
 2006 'Development and Public Works', in Clark (ed) *The Elgar Companion to Development Studies*, Edward Elgar, United Kingdom.  
 2003 'Employment and Labour Market Trends', in *South African Human Resources Development Directory*, HSRC Press, Cape Town.

### Selected Working and Discussion Papers

2019 Social Protection for Small Scale Fishers in the Mediterranean (FAO)  
 2019 (with Paul) An Introduction to MGNREGA Innovations and their Potential for India-Africa Linkages on Public Employment Programming. GIZ: India.  
 2018 (with Heinemann and Phillips). Exploration of a methodology for assessing the impact of policy engagement: what impact and how to assess it? IFAD Research Series. IFAD: Rome.  
 2018 Linking Social Protection to Sustainable Employment: Current Practices and Future Directions. Social Protection for Employment Community (SPEC).  
 2017 (with Wanyama) The Politics of Scaling Up Social Protection in Kenya, ESID Working Paper. Global Development Institute. University of Manchester.  
 2016 (with Holmes and Harman). Review of the indicators used to measure social protection performance: implications for EC programming. European Commission.  
 2014 (with Slater and Mathers) Guidance note for DFID: Exploiting the synergies between social protection and economic development  
 2013 The Pursuit of Public Welfare: Analysis of the institutional context informing the extension of donor supported social protection in developing countries, prepared for the EC.  
 2013 Community-based targeting (CBT) in the Social Protection sector. ODI Working Paper. September 2013  
 2013 (with Leon Himmelstine) Social protection and HIV: global literature review prepared for ILO. ILO.  
 2013 Public works and resilient food systems, prepared for GIZ. ODI Research Reports  
 2013 Shock response readiness appraisal toolkit, prepared for DFID. ODI Research Reports  
 2013 Review of the literature on social protection shock responses and readiness, prepared for DFID. ODI

- 2013 (with Holmes and Hagen-Zanker) What is the evidence on the impact of employment creation on stability and poverty reduction in fragile states. Prepared for DFID. ODI Research Reports
- 2013 (with Harris and Sony KC) The Politics of a national employment guarantee scheme in Nepal: an initial assessment of feasibility, prepared for DFID Nepal, ODI Research Report.
- 2012 Systematic Review, The Evidence on the Impact of Job Creation on Stability and Poverty, ODI Research Report
- 2012 The politics of social protection: why are public works programmes so popular with governments and donors? ODI Background Note, September
- 2012 [‘Appraising productivity enhancing Publics Works Programmes](#), Social Protection Toolsheets, ODI, London
- 2011 Systematic Review, [The impact of employment guarantee schemes and cash transfers on the poor](#), ODI Research Report
- 2008 (with Farrington) ‘Digging holes and filling them in again?’ How far do public works enhance livelihoods? ODI Natural Resource Perspectives 120, London, November.