

**Dr Anna McCord**  
**Nationality:** British  
**Website:** AnnaMcCord.com

**PROFILE:**

Anna McCord is a sociologist with a PhD in economics, and over 30 years experience in international development with two decades of experience in social protection. She specialises in social protection policy analysis and programme design, impact appraisal and evaluation with a particular interest political economy, financing and the links between social protection and climate change. 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, the European Commission, UN agencies, governments and non governmental agencies. She has written and taught extensively on multiple aspects of social protection, including financing, shock responsive programming, the development humanitarian nexus, systems development and most recently social protection responses to C-19, using face to face and electronic media. She has experience of survey design and quantitative as well as qualitative analysis. Anna is currently studying part time for a Masters in Environmental Studies with the Open University.

**QUALIFICATIONS**

2020 -ongoing	<b>Masters in Environmental Studies</b> , Open University, UK
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
2001	<b>Diploma Economics</b> , Open University, UK
1990	<b>BA (Hons) Social and Political Science</b> , University of Cambridge, UK

**COUNTRY WORK EXPERIENCE (RESEARCH, ANALYSIS AND DESIGN)**

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

**LANGUAGES**

English, (mother tongue) French (fluent spoken and reading)

**CAREER**

10/2017 – present	<b>Research Affiliate</b> , Sheffield International Institute for Development, University of Sheffield
09/2012 – present	<b>CEO and Senior Researcher</b> , The Poverty and Inequality Practice Ltd, UK
09/2012 - present	<b>Honorary Research Fellow</b> , University of Manchester
09/2012 – present	<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, 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> , 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>Climate and Social Protection</b>	Co-Lead – Climate Change and Social Protection Research Initiative, DFAT, (2022 - ) Founder Member, Interagency Advisory Group Social Protection and Climate Change (2021-) Lead - Development of Resilience Framework for ERADA programme, India, GIZ (2022)
<b>Shock Responsive Social Protection/ Humanitarian – Development Nexus</b>	Researcher – Shock Responsive Social Protection Development, Sierra Leone (with Red Cross Climate Centre), World Bank (2021-2) Lead Researcher –Social Protection for Nutrition and Shock Response in Sri Lanka, (with University of Wolverhampton) WFP (2021 -) Lead Researcher – Operational Lessons from Social Protection C-19 Programming, ODI/GIZ (2020-1) Lead Researcher – Financing Social Protection Responses to C-19, ODI/GIZ (2020-1) Advisor, SPACE Initiative - Social Protection and C-19, FCDO (2020-1) Technical Advisor - CIDT Learning Facility on Social Protection and C-19 (E& C Africa) WFP (2020) Advisor - Public Works Responses to C-19, DFAT (2020) Social Protection Advisor – Development of AAP Programming in Somalia, World Bank (2020) Convenor and Presenter of Webinar on PWP Responses to C-19, Socialprotection.org (2020) Convenor ISPA PWP Working Group Meeting on C-19, World Bank/ILO (2020) Technical Advisor - Review of Social Protection Climate Change Adaption and Shock Responsiveness, Mozambique, DFID (2016) Author and Lead Researcher - Shock Response Readiness Appraisal Toolkit and Conceptual Overview of Shock Responsive Social Protection, case studies Mozambique and Zimbabwe, DFID (2013)
<b>Political Economy Analysis</b>	Advisor, CLPE Development, IFAD (2022) Researcher and author – CLPE Action Plan for Asia Pacific Region, IFAD (2022) Team Leader – evaluation of DFID Social Protection Policy and Diplomacy Engagement in Uganda, DFID (2017-18) Team Leader, methodology developer and analyst - impact of IFAD policy engagement in SE Asia using innovative theory based qualitative approaches (India, Indonesia, Nepal & Vietnam) IFAD (2016-17) Analyst - political economy of social protection in Kenya, ESID, University of Manchester (2015-17) Methodology developer and analyst - impact of UNICEF programming on social protection policy and programming, UNICEF (2014) Political economy analyst - extending social protection policy options in Nepal, DFID (2013) Advisor - Political Economy of Social Protection (African Universities Initiative), PASGR (2013-14) Reviewer - Political Economy of Employment Guarantee Scheme development in Nepal, DFID (2013) Author - Save the Children UK Institutional Advocacy Strategy, SC UK (2000)
<b>Social Protection and Labour Markets</b>	Lead author – Integration of Public Employment Programming across labour market and social protection sectors, ILO (2021-22) Technical Advisor, Moderator and Report Author - Conference on Social Protection and Employment Promotion for DFAT (2017) Convenor - international multi-donor conference on the implications of labour market changes in developing countries for social protection needs and provision (2014) Lead author - Social Protection and Sustainable Employment for DFAT (2014)
<b>Financing Social Protection</b>	Lead Researcher – ODA financing for social protection: Lessons from the C-19 Response, ODI/GIZ (2021) and contributor to related SPACE financing study. Co-author - ODI comparative study of the fiscal impact of cash transfers and taxation DFID, (with Bastagli) (2015-17) Author - briefing note on financing social protection in LICs (2011)

Advisor - Value for Money approach for analysis of social protection programming (DFID, 2011)

Advisor - Value for Money in DFID social protection programming (National Audit Office (UK), 2011)

Development of Workstream on the Economics of Social Protection (DFID, 2009-10)

## Evaluation

Expert Advisor - evaluation of environmental impact of South African national Expanded Public Works Programme (EPWP) for Government of South Africa, HSRC (2016-19)

Expert Panel Advisor – qualitative evaluation of HSNP Programme, Kenya, DFID (2015-17)

Technical Advisor - review of WFP Cash for Assets Programme in Lesotho for ODI, WFP (2015)

PWP Advisor - evaluation of EPWP social sector for Government of South Africa, EPRI (2014)

Technical Advisor - evaluation of the EPWP in KwaZulu Natal, South Africa, HSRC (2014)

Evaluator - mixed methods evaluation of impact of PWP NRM assets, Ethiopia (PSNP) and Kenya (WFP), DFAT (2013-16)

Team Leader - WFP FFA multi-country study of PWP impact on food security livelihoods, WFP (2012)

Expert Advisor - qualitative evaluation of SAGE Cash Transfer programme, Uganda, DFID (2012-15)

Evaluator - global World Bank public works programming 2000-10, IEG, World Bank (2010)

Evaluator - mid term evaluation of National EPWP, South Africa (2007)

Team Leader - evaluation of EPWP (Infrastructure Sector) Western Cape, South Africa (2006)

Evaluator – impact and design of PWP on HIV/AIDS in East and Southern Africa (Ethiopia, Zimbabwe, South Africa and Malawi) UNICEF (2005)

Evaluator –social protection programmes in Malawi, Zimbabwe (WFP PRRO) and South Africa, DFID (2003-05)

Evaluator - Working for Water PWP review, South Africa, WFW (2004)

Designer and manager - mixed methods evaluation of the impacts of PWP in South Africa, (2003)

## Programme/Sector Review

Research and lead author '*100 Years of PWP Programming in the ILO*', ILO (2019-21)

Reviewer - lessons learned from WFP Social Protection Sector Programming - Public Works and Systems, with the University of Wolverhampton, WFP (2019-20)

Reviewer – International Multi-Agency Review of SPIAC-B ISPA Initiative, World Bank/ILO (2019-20)

Co Author of '*Lessons from MGNREGA*' for sub-Saharan Africa, GIZ (2019)

Leader Author & Researcher, working with IIED – Review of Regional Social Protection Provision for Small Scale Fishers in the Mediterranean, FAO (2017-19)

Reviewer- IFI Indicators on Social Protection and the SDGs & Guidelines for EU Performance Indicator Development, EC (2016)

Team Leader - Annual Review VUP, Rwanda, DFID (2014 & 2016)

Reviewer - impact of social protection interventions on sustainable employment, DFAT (2014)

Review - impact of social protection interventions on livelihoods and growth, with Slater, DFID (2014)

Reviewer - ideological and institutional context for international social protection policy, EC (2013)

Team Leader - NUSAF PWP design review, Uganda, DFID (2013)

Reviewer - Social Protection and HIV, ILO (2012-13)

Reviewer - potential to scale up social protection as crisis response tool, DFID (2012 -13)

Reviewer - Community Based Targeting, World Bank (2012-3)

Lead reviewer - Systematic Reviews: Comparative impacts of CT and PWP. Impact of PWP on stability, DFID (2010-12)

Reviewer - PWP in South Asia, World Bank (2010)

Reviewer - PWP in Africa, World Bank (2009)

<b>Advisory</b>	<p>Analyst - overview and analysis of Social Protection provision in Kenya, UNICEF (2005)</p> <p>Expert Advisor - UN Expert Group on Building Employment for a Sustainable Recovery, ILO (2011)</p> <p>Expert Advisor - UK National Audit Office - review of DFID Cash Transfer Programming (2011)</p>
<b>Programme, Systems &amp; Policy Design</b>	<p>Advisor – DFID Value For Money Tool Guidelines Development (2011)</p> <p>Socio-economic Advisor - Working for Water PWP, South Africa (2006-8)</p> <p>Lead author of Social Protection component of European Commission Results and Indicators for Development, European Commission, (2021)</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>Team Leader - NUSAF PWP design review, Uganda, DFID ( 2013)</p> <p>PWP Advisor - business case design, TASAFA 2 , Tanzania, DFID (2011-12)</p> <p>Business case design, national social protection provision in Ghana, DFID (2010)</p> <p>Team Leader and designer - study to inform the wage rate in PWP in Malawi, CARE (2004)</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 &amp; Ngandu) of workshop reconceptualising PWP for the challenges of the 21<sup>st</sup> Century and learning lessons from current programming HSRC, (2016)</p> <p>Convenor of donor workshop on rethinking PWP natural resource impact evaluation, ODI, (2016)</p> <p>Convenor of international multi-agency expert workshop on social protection and labour, 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>Technical moderator of DFAT/GIZ Conference on Social Protection for Employment (2017)</p>
<b>Training</b>	<p>Teaching postgraduate applied social research, University of Sheffield (2016 - 22)</p> <p>Digital and face to face teaching of post graduates/donors/government officials on social protection, PWP and ALMP (EPRI &amp; Development Pathways) (2006-22)</p> <p>Training international EC staff on social protection indicators and public works (2016)</p> <p>PhD Examination - University of Cape Town (2016)</p> <p>Masters Social Policy Supervision - University of York (2016)</p> <p>Training of international EC and DFAT staff on social protection and public works (2014)</p> <p>Training of DFID staff on Active Labour Market Policies (2013)</p> <p>Preparation of DFID toolkits: PWP impact appraisal (2012)</p> <p>Teaching on Maastricht University Comparative Social Policy Masters course (2006-10)</p>
<b>Reviewer/Quality Assurance</b>	<p>Reviewer of IDS Better Assistance in Crises (BASIC) Research (2021)</p> <p>Quality Assurance Reviewer and Advisor OPM - DFID funded MAINTAINS programme (2020)</p> <p>Reviewer for World Development, Journal of International Development, European Journal of Development Research, Ghana Studies and Feminist Africa (2015-2022)</p>

## Recent Research Bids

Lead Researcher - Research to Inform the Design of Mass Climate Adaptive Public Employment Programmes as Response to C-19 Induced Global Economic Shocks in LMIC (2020) with University of Pretoria, HSRC and OD (UKRI & Newton Fund bid 2020)

Advisory Board Member, Social Protection for Adaptation and Resilience to Environmental Change (SPARC), with IIED and University of Manchester (ESRC bid, 2020)

## SELECTION OF REPORTS, PUBLICATIONS AND PAPERS

### Books

- 2021 (with Lieuw-Kie-Song, Tsukamoto, Tessem and van Dongen) *One Hundred Years of Public Works Programmes in the ILO* ILO. Geneva.
- 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
- 2017 (with Wanyama) The Politics of Scaling Up Social Protection in Kenya. SSRN Electronic Journal
- 2015 (with Slater) 'Social Protection and Graduation through Sustainable Employment'. *IDS Bulletin* 46.2
- 2014 (with Slater and Mathers) Guidance note for DFID: Exploiting the synergies between social protection and economic development'. *IDS Bulletin* 42 (6): 80-88.
- 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. 2.2010.
- 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

- 2020 (with Tsukamoto) 'Chapter 3: The contribution of employment-intensive investment programmes to structural economic transformation for peace and resilience,' in *Global Employment Policy Review 2020 Employment policies for inclusive structural transformation*. ILO
- 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

- 2021 (with Feyertag, J., Munden, L., Calow, R., Gelb, S. and Mason, N. (2021) 'Covid-19 and food security: novel pathways and data gaps to improve research and monitoring efforts'. ODI policy brief. London: ODI ([www.odi.org/en/publications/covid-19-and-food-security-novel-pathways-and-datacollection-to-improve-research-and-monitoring-efforts](http://www.odi.org/en/publications/covid-19-and-food-security-novel-pathways-and-datacollection-to-improve-research-and-monitoring-efforts)).
- 2021 (with Cherrier, Both and Bastagli) *ODA financing for social protection: Lessons from the Covid-19 response* (GIZ/ODI)
- 2021 (with Lowe and Beazley) *Operational lessons learned for social protection system-strengthen National cash transfer responses to Covid-19* (GIZ/ODI)
- 2021 (with Costella, van Aalst, Holmes Amoun and Barca) *Social Protection and Climate Change: Scaling up Ambition* (Red Cross Climate Centre and ITC University of Twente). (SPACE).
- 2021 (with Longhurst, Evans, Connolly, Lung, Alla and Plichta) *What are future financing options for shock responsive social protection?* (SPACE)
- 2021 (with Slater, Devereux, Baur, Trotter and Bright) *Beyond Covid-19: Lessons for social protection from WFP's work in East Africa in 2020*
- 2021 *Results and Indicators for Development: Social Protection*. Directorate-General for International Partnerships, European Commission,
- 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*. (SPEC).
- 2017 (with Wanyama) *The Politics of Scaling Up Social Protection in Kenya*, ESID Working Paper no 87. 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 Public 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
- 2009 (with Vandemoortele) *The global financial crisis: Poverty and social protection* (ODI briefing paper, No. 51). ODI, London
- 2008 (with Farrington) *Digging holes and filling them in again? How far do public works enhance livelihoods?* ODI Natural Resource Perspectives 120, London