

Curriculum Vitae

Andrew Norton

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Qualifications

1992 PhD. Social Anthropology, University of Sussex, UK
1978 B.A. Hons Social Anthropology, University of Sussex, UK

Languages

English Mother tongue
French Fluent
Spanish Working knowledge
Bambara Working knowledge

Key Skills and Experience

Management and operational skills Strong analytic, leadership, communication, change management, team-working and inter-personal competencies.

Work Experience Over 20 years' experience with a range of international development organisations including the World Bank, the UK Department for International Development, and the Overseas Development Institute. Responsibilities have included policy development, research, project analysis, management and professional skills development.

Country Experience 7 years' field experience of working in Western, Eastern and Southern Africa, South Asia, and the Caribbean including two years as a field manager of a forestry project in Ghana and one year's experience of anthropological fieldwork in a village community in Mali.

Professional Skills Social analysis of development projects and policies. Policy and strategy development in the field of social development and social policy. Specific subject expertise on social policy, social protection, social analysis, political economy analysis, participatory governance, sustainable livelihoods, public expenditure management, poverty assessment and social exclusion, human rights, climate change, natural resource management, social research.

[Key] Experience and assignments

September 2010 – present

Director of Research for the Overseas Development Institute, London.

Responsible for intellectual, strategic and management oversight of ODI's research portfolio. Member of the senior management team with co-responsibility for broad institutional administration and change management.

August 2005 – July 2010

Lead Social Development Specialist (Team Leader Strategy, Gender and Special Initiatives Team), Sustainable Development Network, World Bank

Also: Acting Sector Manager, SDV from February to August 2009. **Acting Team Leader Social Sustainability and Safeguards** from September 1 to present.

Responsible for oversight of strategy, social and political analysis, gender and special initiatives (policy innovations) within the Social Development Department. This involved development of guidance for social analysis of development projects, development policy operations, country strategy and emerging global issues. The role also involves management of a team of 5 social analysts providing policy advice, operational support to country programs and methodological support to social and gender analysis in country programs. Specific products developed include: a framework for political economy analysis of processes of sector reform, based on case studies of eight World Bank operations; a program of work on monitoring and responding to the social impacts of the financial crisis (involving rapid qualitative monitoring exercises, guidance on the social dimensions of infrastructure stimulus, safety nets in conflict affected countries and social dimensions of land acquisition); social analysis thematic guidelines for gender, disability, transport, urban and youth projects; guidance and knowledge products for country social analysis; a program of work on Poverty and Social Impact Analysis; a review of social development issues in Development Policy Lending; a program of work on demand-side approaches to Social Policy (in partnership with DFID, the OAS and the IADB, focusing on social guarantees); and the initiation of a program of work on the social dimensions of climate change.

In the past year I have co-authored two major publications: an edited volume *Building Equality and Opportunity through Social Guarantees: New approaches to Public Policy and the Realization of Rights* (World Bank 2009), and *Social Dimensions of Climate Change: Equity and Vulnerability in a Warming World* (World Bank 2009).

I have also provided operational support to the Poverty Reduction Support Credit in Uganda on the issue of governance, to the Ghana Poverty Assessment on the implementation of a Participatory Poverty and Vulnerability Assessment, to the Ghana country team on the design of a Productive Safety Nets initiative in Northern Ghana, and to the Tanzania country program on the establishment of independent policy research capacity to strengthen the accountability of public policy.

2002-2005

Head of Profession, Social Development, UK Department for International Development

Professional and strategic leadership for DFID's 60+ Social Development Advisers, policy advice on social development issues, external representation on the social development agenda. Line management of Policy Division teams working on Social Protection, Human Rights and Equity. Led preparation of DFID's policy paper on labour standards, oversaw delivery of policy notes on social exclusion and social protection.

Provided strategic direction, oversight of professional development and human resource management for DFID's 60 Social Development Advisers.

1999-2002

Research Fellow, Social Development, Centre for Aid and Public Expenditure, ODI (on secondment from UK DFID)

Research, dissemination and practice in the field of improving the poverty reduction outcomes of public expenditures in poor countries. Lead Adviser in the Jamaica Social Policy Evaluation, developing a social policy framework and action plan with the Cabinet Office of the

GoJ, with a strong focus on promoting institutional change. Led two major exercises conceptualising the role of human rights in development practice (focusing on livelihood promotion and the budget process). Initiated the work program at ODI on social protection, editing and co-writing the introduction and first chapter of an issue of the *Development Policy Review* focusing on social protection (*Poverty, Risk and Rights: New Directions in Social Protection*, ODI 2002). Produced papers on the integration of participation and sustainable livelihoods into national poverty reduction strategies. Operational missions to Ghana, Pakistan and Vietnam.

1997-1999

Policy Adviser, Social Development Division UK Department for International Development

Responsible for social development issues in DFID's relationship with multilateral development institutions, social development research, policy advice in fields of poverty, participation and ethical business. Operational support to the Uganda Participatory Poverty Assessment, the development of urban poverty projects in India, and to the development of social protection systems in Kemerovo Province, Russia.

1996

Senior Social Development Adviser, West and North Africa Department, DFID

Responsible for social development dimensions of DFID's programmes in this region (social assessments for projects, policy dialogue and relations with key partners). Operational support and supervision of development operations in Ghana, Sierra Leone, Nigeria and Egypt.

1992-95

Senior Social Scientist (on secondment from UK DFID) Africa Technical Department, World Bank

Piloted the use of participatory research and social analysis methods in Country Poverty Assessments. Provided field management, research design, policy analysis and training for Participatory Poverty Assessments in Ghana, Zambia and South Africa. Active member of the Bank-wide Participation Learning Group, responsible for developing guidelines on participation in Poverty Assessments

1990-92

University Lecturer, Centre for Development Studies, University College of Swansea, UK

Designed and taught Master's course in rural social development. Carried out 11 consultancy missions for DFID's Social Development Resource Centre.

1988-90

Programme Officer, Agency for Co-operation in Research and Development (ACORD)

Supervised a total of nine projects in Uganda, Rwanda and Tanzania for this operational NGO.

1986-88

Project Leader, the Northern Region Community Forestry Project, Ghana (for UK DFID)

Field management of a program of community forestry located in the Ghana Forestry Department. Policy advice on community participation in forest management in southern Ghana

[Selected] Reports and publications

Authored publications

- Gacitua-Mario, Estanislao, Andrew Norton and Sophia Georgieva (2009) Building Equality and Opportunity through Social Guarantees: new Approaches to Social Policy and the Realization of Rights. World Bank
- Norton, Andrew, Estanislao Gacitua-Mario and Sophia V. Georgieva (2009) 'Social Policy, Citizenship and the Realization of Rights' in Gacitua-Mario, Norton and Georgieva Building Equality and Opportunity through Social Guarantees: new Approaches to Social Policy and the Realization of Rights World Bank.
- Gacitua-Mario, Estanislao and Andrew Norton 'Increasing Social Inclusion through Social Guarantees' in Gacitua-Mario, Norton and Georgieva Building Equality and Opportunity through Social Guarantees: new Approaches to Social Policy and the Realization of Rights World Bank.
- Mearns, Robin and Andrew Norton, (2009) Social Dimensions of Climate Change: Equity and Vulnerability in a Warming World. World Bank
- Mearns, Robin and Andrew Norton, (2009) 'Equity and Vulnerability in a Warming World: Introduction and Overview'. Social Dimensions of Climate Change: Equity and Vulnerability in a Warming World. World Bank
- Bonner, Anne-Marie, Jeremy Holland, Andy Norton and Ken Sigrist (2008) 'Monitoring Social Policy Outcomes in Jamaica: Democratic Evaluation and Institutional Change' in Dani, Anis A. and Arjan de Haan Inclusive States: Social Policy and Structural Inequalities, World Bank 2008
- Clare Ferguson, Caroline Moser and Andy Norton (2007) 'Claiming Rights: Citizenship and the Politics of Asset Distribution' in Reducing Global Poverty, Moser, Caroline (ed.) Brookings Institution, USA
- Duarte, Mafalda, Rachel Hannah Nadelman, Andrew Norton, Don Nelson and Joanna Wolff (2007) 'Adapting to Climate Change: Understanding the Social Dimensions of Vulnerability and Resilience'. Environment Matters 2007 Adapting to Climate Change
- Holland, Jeremy and Andy Norton (2005) 'Social Policy Monitoring in Jamaica' in Methods in Development Research, Combining Quantitative and Qualitative Approaches, London
- Alsop, Ruth and Andy Norton (2005) 'Power, Rights and Poverty Reduction' in Alsop, Ruth (ed.) Power, Rights and Poverty: Concepts and Connections, World Bank
- Tim Conway and Andy Norton (eds) (2002) Poverty, Risk and Rights: New Directions in Social Protection, Development Policy Review Volume 20, No 5. ODI
- Tim Conway and Andy Norton (2002) 'Nets, Ropes, Ladders and Trampolines: The Place of Social Protection within Current Debates on Poverty Reduction' Development Policy Review Volume 20, No 5. ODI
- Norton, Andy, Tim Conway and Mick Foster (2002) 'Social Protection: Defining the Field of Action and Policy', Development Policy Review Volume 20, No 5. ODI
- Norton, Andy and Diane Elson (2002) What's Behind the Budget? Politics, Rights and Accountability in the Budget Process ODI
- Moser, Caroline and Andy Norton *with* Tim Conway, Clare Ferguson and Polly Vizard (2001) To Claim Our Rights: livelihood security, human rights and sustainable development ODI.
- Norton, Andy, Tim Conway and Mick Foster (2001) 'Social Protection Concepts and Approaches: Implications for Policy and Practice in International Development' ODI Working Paper No. 143, February
- Norton, Andy and Mick Foster (2001) 'The Potential of Using Sustainable Livelihoods Approaches in Poverty Reduction Strategy Papers' (pdf format), ODI Working Paper, No.148, July
- Norton, Andy with Bella Bird, Karen Brock, Margaret Kakande and Carrie Turk, (2001) 'A Rough Guide to PPAs: An Introduction to Theory and Practice' ODI, July.
- Brown, Adrienne, Mick Foster, Andy Norton and Felix Naschold (2001) 'Status of Sector Wide Approaches' ODI Working Paper, January
- McGee, Rosemary and Andy Norton (2000) 'Participation in Poverty Reduction Strategies: A synthesis of experience with participatory approaches to policy design, implementation and monitoring' (pdf format), IDS Working Paper, No.109
- Conway, Timothy, Arjan de Haan, Steen Jorgensen, Andy Norton, Isabel Ortiz, Wouter van Ginneken (2000) 'Social protection: new directions of donor agencies' SDD Report Series, DFID, June.
- Norton, Andy (2000) 'Can there be a global standard for social policy? The 'Social Policy Principles' as a test case' ODI Briefing Paper, May
- Norton, Andy, Simon Maxwell and Elizabeth Lovell (2000) 'Child Rights and Globalisation' Unicef Staff Working Papers, Evaluation, Policy and Planning Series, EPP-00-008: March.
- Healey, John, Mick Foster, Andy Norton and David Booth (2000) 'Towards National Public Expenditure Strategies for Poverty Reduction' ODI Poverty Briefing Paper, 7th March
- Norton, Andy and Bella Bird (1998) 'Social Development Issues in Sector Wide Approaches' Social Development Working Paper No.1, May, DFID; May

- Norton, Andy (1998) 'Analysing Participatory Research for Policy Change' in Holland and Blackburn (eds) Whose Voice: Participatory Research and Policy Change, IT Books
- Norton, Andy (1998) 'Some Reflections on the PPA Process and Lessons Learned' in Holland and Blackburn (eds) Whose Voice: Participatory Research and Policy Change, IT Books
- Norton, Andrew, John Milimo and Dan Owen (1998) 'The Impact of PRA Approaches and Methods on Policy and Practice: The Zambia Participatory Poverty Assessment in Holland and Blackburn (eds) Whose Voice: Participatory Research and Policy Change, IT Books
- Norton, Andrew and Julian May (1997) 'A Difficult Life: The Perceptions and Experience of Poverty in South Africa' Social Indicators Research (Dordrecht, Boston, London) Vol 41 nos 1-3 July
- Norton, Andrew and Tom Stephens (1995) 'Participation in Poverty Assessments', Environment Department Papers Participation Series no. 020, World Bank
- Norton, Andrew, David Korboe, Ellen Bortei-Doku and Tony Dogbe (1995) 'Poverty Assessment in Ghana Using Qualitative and Participatory Research Methods', Poverty and Social Policy Department Discussion Paper, World Bank
- Norton, Andrew Dan Owen and John Milimo (1994) 'Zambia Participatory Poverty Assessment', Volume 5 of the World Bank Poverty Assessment for Zambia, Human Resources Division, Southern Africa Department, World Bank
- Norton, Andrew and Amy Kessel (1995) 'Systematic Beneficiary Consultation on Health Sector Operations in the Africa Region: Synthesis of Findings', AFTHR/AFTCB, Africa Participation Series
- Norton, Andrew (1994) 'Observations on Urban Applications of PRA Methods from Ghana and Zambia: Participatory Poverty Assessments', RRA Notes no. 21, November, International Institute for Environment and Development, London
- Norton (1992) The Village Community and Social Change: Experience and Understanding of Rural Transition among Bambara Peasant Farmers in the Segou Region of Mali. D.Phil. thesis, University of Sussex, UK
- Norton, Andrew (1988) 'The Social and Economic Context for Community Forestry in the Northern Region of Ghana', ODA.
- Norton, Andrew (1988) Ghana Social Profile, Report to Overseas Development Administration

Official Reports

I was a primary author of the following official reports:

- World Bank (2008 forthcoming) The Political Economy of Policy Reform: Issues and Implications for Development Policy Lending
- World Bank (2007) Realizing Rights through Social Guarantees: An Analysis of New Approaches to Social Policy in Latin America and South Africa
- UK Department for International Development (2004) Labour Standards and Poverty Reduction