Adnan Qadir Khan

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Academic Director,
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Education / Training
PhD Economics, Queen's University, Kingston Canada. 2009.
Master of Public Administration, Harvard Kennedy School, Cambridge USA. 2002.
B.Sc. Engineering, University of Engineering and Technology, Lahore Pakistan. 1990.

Leadership Development Program, London School of Economics. 2013-15.
Special Training Program, Pakistan Administrative Service Academy, Lahore. 1997.
Common Training Program, Civil Services Academy Lahore. 1996.
International Affairs and Philosophy, Punjab University. 1988-91.

Languages
English, Urdu and Punjabi (fluent); Arabic, Spanish and Sindhi (basic).

Teaching

- *Public Organisations: Theory and Practice* (with Timothy Besley), School of Public Policy, London School of Economics, 2020 –

- *Economic Development* (with Joana Naritomi and Sandra Sequeira), EMPA/EMPP, School of Public Policy, London School of Economics. 2019 –

- *Making Governments and Policies Work for Development*, School of Public Policy, London School of Economics, 2019-2020.

- *Conducting Research with External Actors,* PhD Workshop, STICERD, London School of Economics, 2019-20.

- *Applications and Cases in International Development* (with Michael Walton), core course for MPAIDs Harvard Kennedy School, 2018-19.

- *Economic Development: Using Analytical Frameworks for Smart Policy Design*, core course for MPAIDs, Harvard Kennedy School, 2018-19.

- *Policy, Bureaucracy and Development: Theory and Practice of Policy Design, Implementation and Evaluation,* LSE Graduate Course (2014, 2015, 2016, 2017).

- *Policy and Bureaucracy: Opening the Black box of Governance*, Harvard Kennedy School, 2017-18.

- *Policy Skills and Leadership*, Workshop for policy actors, CERP, 2020.

- *Modules on Evidence-based Policy Formulation*, training courses for bureaucracy, 2014 -17.

- *Development Economics,* Queen's Economics Department Undergraduate course, 2008.

- *Economic Development* modules, National School of Public Policy (NSPP), Pakistan, 2003-05.

Honours and Awards

LSE Excellence in Education Award 2020.

PEGNET Best Practice Award 2017 granted at the Poverty Reduction, Equity and Growth Network Conference 2017 at Zurich for effective interaction between research and practice.

Recruited to the Pakistan Administrative Service after standing first in the country in the Civil Service Examination in 1995.

Awarded President's Gold Medal for Best All-Round Officer in 1996.

Affiliations

Affiliate of the Abdul Latif Jameel Poverty Action Lab (JPAL), Massachusetts Institute of Technology (MIT).

Associate with the Building State Capability Program at Center for International Development (CID), Harvard University.

Academic Co-leader, Reducing State Fragilities Initiative, International Growth Centre, LSE.

Theme Lead, Governance and State Capacity, Shaping the Post-COVID World Initiative, LSE.

Academic Lead, Maryam Forum Co-Lab on Global Emergencies and Responses, LSE.

Member Advisory Board, Centre for Analysis of Exclusion (CASE), LSE.

Founder Board member, Centre for Economic Research in Pakistan (CERP).

Affiliated Researcher, Yale University Research Initiative on Innovation and Scale (Y-RISE).

Affiliated Researcher, Precision Agriculture for Development (PAD).

Board member, Charles Wallace Pakistan Trust (CWPT), UK.

Voluntary Work

Volunteer at LSE Homelessness Project. 2020 –

Voluntary work with community theatre. 1984-93.

Voluntary work with human rights organizations. 1987-94.

Voluntary work on replication of Orangi Pilot Project (OPP) Karachi. 1991-5.

Published Papers

The Allocation of Authority in Organizations: A Field Experiment with Bureaucrats (with Oriana Bandiera, LSE, Andrea Prat, Columbia, and Michael Best, Columbia). *Revised & Resubmit. Quarterly Journal of Economics 2020.*

Making Moves Matter: Experimental Evidence on Incentivizing Bureaucrats through Performance-Based Postings (with Benjamin Olken, MIT, and Asim Khwaja, Harvard). *American Economic Review*, 2019.

Tax Farming Redux: Experimental Evidence on Incentive Pay for Tax Collectors (with Benjamin Olken, MIT, and Asim Khwaja, Harvard) *Quarterly Journal of Economics*, 2016.

Breaking the Counter-cyclical Pattern of Local Democracy in Pakistan (with Roger Myerson, Chicago, and Ali Cheema, LUMS), in '*Is Decentralization Good for Development? Perspectives from Academics and Policymakers'*, edited by J.P. Faguet, Oxford University Press 2015.

The Impact of Social Networks on Labour Market Outcomes: New Evidence from Cape Breton (with Steven Lehrer, Queen's) *NBER Working Paper, Canadian Public Policy* 2013.

Capacity Development for Education Service Delivery in Pakistan: Top Down Devolution (with David Watson) in *Public Administration and Development* 2010.

Decentralization in Pakistan: Context, Content and Causes (with Asim Khwaja, Harvard and Ali Cheema, LUMS), for Pranab Bardhan and Dilip Mookherjee's '*Decentralization and Local Governance in Developing Countries'*, MIT Press, USA 2006.

Working Papers

Building Trust in the State with Information: Evidence from Urban Punjab (with Andreas Stegmann, Warwick, Mahvish Shaukat, World Bank, and Sanval Nasim, LUMS). 2020.

Political Connections and Vote Choice: Evidence from Pakistan (with Jacob Shapiro, Princeton, Michael Callen, LSE, Asad Liaqat, Facebook, Ali Cheema, LUMS, and Farooq Naseer, LUMS). 2018.

Policy Decisions and Evidence Use among Civil Servants: A Group Decision Experiment in Pakistan (with Laura Metzger, HKS, and Theodore Svoronos, HKS). CID, STICERD Working Paper. 2020.

Effect of Capacity in Delivery of Urban Services (with Gharad Bryan, LSE, Gerard Padro i Miquel, Yale, and Ali Cheema, LUMS). 2020.

Ongoing Projects

The Design of Social Protection Programs for the Ultra-Poor: Asset Transfers versus Unconditional Cash Transfers (with Oriana Bandiera, LSE, Robin Burgess, LSE, Orazio Attanasio, UCL, and Imran Rasul, UCL).

Rebuilding the Social Compact: Urban Service Delivery and Property Taxes in Pakistan (with Benjamin Olken, MIT, Asim Khwaja, Harvard, and Mahvish Shaukat, MIT).

Judicial Access and Development: Evidence from Pakistan (with Daniel Chen, Toulouse, and Sultan Mehmood, New Economic School).

Graduating out of Poverty: Testing the impact of Cash Transfers vs. Lump-sum Grants (with Benjamin Olken, MIT, and Rema Hanna, HKS).

Transforming the Public Sector by Improving Bureaucratic Performance: Mission Match and Slack in Bangladesh (with Timothy Besley, LSE, and Dan Honig, John Hopkins)

Institutional Reforms in Policing: Accountability, Organisational Culture and Social Norms (with Daron Acemoglu, MIT, Claudio Ferraz, UBC, and Zahra Mansoor, Oxford)

Strengthening State Capacity and Enhancing Bureaucratic Effectiveness (with Zahra Mansoor, Oxford).

Bureaucracy and Development (with Timothy Besley, LSE, Robin Burgess, LSE, and Guo Xu, Berkeley).

Transforming the Public Sector by Improving Bureaucratic Performance: Mission Match and Slack in Bangladesh (with Timothy Besley, LSE, and Dan Honig, John Hopkins)

Precision versus Proximity: Evidence from Survey Experiments with Civil Servants in India and Pakistan (with Michael Callen, LSE, Asim Khwaja, Harvard, and Asad Liaqat, Facebook).

Graduating out of poverty: Testing the impact of Cash Transfers vs. Lump-sum Grants (with Benjamin Olken, MIT, and Rema Hanna, HKS).

Technology Adoption and Mobile-phone based Agricultural Advice (with Shawn Cole, HBS).

Evaluating the Take-up, Usage, and Impact of Mobile Money Accounts (with Greg Fischer, LSE, Joshua Blumenstock, Berkeley).

Effect of Employment on Volunteering and Health Outcomes: Evidence from a Community Employment Project in Canada (with Steven Lehrer, Queens).

Identifying the Impact of Decentralization (with Ali Cheema, LUMS, and Asim Khwaja, Harvard).

Grants
Over $7 m competitive grants from 3ie, NSF, IGC, JPAL-USI/GI, SSHRC, Gates Foundation and others.

Professional Experience

2021 –	Academic Director, School of Public Policy, LSE.
2019 –	Professor in Practice, School of Public Policy, LSE.
2018-19	Visiting Lecturer in Public Policy, Harvard Kennedy School.
	Teaching core courses in MPAID program.
2009 - 19	Research and Policy Director, International Growth Centre, LSE.
	Managing research program; engaging with policymakers, especially from/in Africa, and Asia; contributing to ideas for development based on research.
2003-05	National School of Public Policy Pakistan.
	Teaching senior policymakers in the National Management Course.
2003	Punjab Education Sector Reform Program (PESRP).
	Designing and rolling out a flagship, innovative program for improvement in school enrolment, quality and gender parity.
2001-02	Finance Ministry, Punjab.
	Preparing annual budgets and dealing with provincial revenues and expenditures.
1995-2001	District Administration as member of Pakistan Administrative Service.
	Conducting magisterial work, revenue and civil administration in different districts of Sindh province.
1990-95	Consultant, Project Manager.
	Planning and designing infrastructure projects; conducting technical and social appraisal of development schemes.

Policy Work.

Covid-19 Policy Response.

Policymaking in uncertain times. May 2020. International Growth Centre and Centre for International Development Harvard University (English, Arabic, French versions).

Smart Containment with Active Learning: A Proposal for a Data-Responsive and Graded Response to Covid-19. May 2020. Center for International Development Harvard Kennedy School.

Punjab's Smart Sampling And Testing Strategy Report. August 2020. Centre for Economic Research in Pakistan.

Smart Containment with Active Learning: Operations Plan. May 2020. Center for International Development Harvard Kennedy School.

IGC COVID-19 guidance note: Containment strategies and support for vulnerable households. International Growth Centre.

What are the smart COVID-19 containment options for developing countries? LSE Blog.

Voluntary compliance with Covid-19 control is crucial now? DAWN blog. July 2020.

State Fragility

Escaping the Fragility Trap (with Timothy Besley and Paul Collier), Final Report, April 2018, LSE-Oxford Commission on State Fragility, Growth and Development. (English and French version)

Co-chair, LSE-Oxford Commission on State Fragility, Growth and Development. 2016-18. The goal of the Commission was to guide policy at global levels and for societies facing different dimensions of fragility on escaping the fragility trap and on promoting inclusive growth in fragile and conflict situations.

State Capacity

Policy Advisor for Harvard Kennedy School Evidence for Policy Design (EPOD) project on Building Capacity on Use of Research Evidence (BCURE) from 2013-17.

Autonomy – not rules – may be the government's best weapon in the fight against corruption (with Katie Parry, Oriana Bandiera, Michael Best, Andrea Prat). *VOX.* 13 May 2020.

The Analytical Angle: What's in the price of a pen? Millions of rupees, if you're the government. (with Michael Best, Columbia). DAWN October 23, 2019.

Blog on Monkey Cage at *Washington Post*. 2017. "These 3 barriers make it hard for policymakers to use the evidence that development researchers produce".

Rewarding bureaucrats: Can incentives Improve public sector performance? (with Oriana Bandiera and Julia Tobias) Growth Brief, International Growth Centre. 2017.

Designing Incentive Structures in Bureaucracies: A case study for Civil Service Reform in Pakistan (with Asim Khwaja and Tiffany Simon). Essay for Princeton University Wilson Center's Volume on "Pakistan's Institutions: We know they matter, but how can they work better?"

Taxing to develop: When 'third-best' policies are optimal (with Henrik Kleven and Upaasna Kaul) Growth Brief, International Growth Centre 2016 (FT Blog in beyondbrics).

Tax in Developing Countries: Increasing Resources for Development (with Timothy Besley, LSE) Written Evidence for the International Development Select Committee, UK Parliament 2012.

Capacity Building for Decentralized Education Service Delivery in Pakistan (with David Watson) (Discussion Paper 57G) European Centre for Development Policy Management: Maastricht 2005.

Entrepreneurship and Social Protection

Targeting the Poor: Developing economies face special challenges in delivering social protection (with Rema Hanna, HKS, and Benjamin Olken, MIT), Finance and Development, December 2018, Vol. 55, No. 4, International Monetary Fund. (Spanish version)

Asset Transfer Program: One Year Impact Report (with Imran Rasul, UCL, Schanzah Khalid, CERP, and Shujaat Ali, CERP) PPAF-CERP, 2015.

Punjab Economic Opportunities Program, Phase 1 Baseline Report (with Imran Rasul, UCL, Saad Gulzar, IGC, David Hollywood, UCL, Hafsa Iqbal, CERP, and Arqam Lodhi, CERP) 2013.

Punjab Economic Opportunities Program, Supply Side Surveys Report (with Imran Rasul, UCL, Omar Gondal, CERP, Anam Shoaib, CERP, Sahaab Sheikh, CERP, and Minahil Niazi, CERP) 2013.

A Study of Informal Finance Markets in Pakistan, Pakistan Microfinance Network 2005.

Selected Keynote Talks, Panels and Presentations

Policy skills for research. Short Course on Research Skills for Sub Saharan Africa. IZA G^{2}LM LIC December 2020.

Keynote talk, Why do developing countries tax so little? Lessons from research and practice, 4th Zurich Conference on Public Finance in Developing Countries, University of Zurich, December 2019.

Plenary address, Is the cure worse than the disease? The unintended effects of corruption control. September 2019, Second International Conference on Applied Development Economics, Lahore Pakistan.

Behavioural Economics Workshop, September 2019, LSE-B4U, Lahore Pakistan.

Financing Punjab's Cities: Land and Property Taxes Workshop, September 2019, IGC-Urban Unit Lahore Pakistan.

Workshop on Internal Audit, August 2019, Asian Development Bank, Manila.

Keynote talk, From Fragility to Peace and Development, July 2019, IGC-ISP Seminar, Yangon, Myanmar.

Workshop on Civil Service Reforms, August 2019, Lahore Pakistan.

State Fragility – A Global Phenomenon, October 2018, The 2018 Pearson Global Forum University of Chicago.

Tax Policy Design and Enforcement Conference, July 2018, Lusaka Zambia.

Cabinet Office Seminar, July 2018, Lusaka, Zambia.

CIFAR-IGC-BA Event, A New Approach to State Fragility, June 2018, British Academy, London.

Forum on Public Procurement, June 2018, Beirut, Lebanon.

USIP, Rockefeller Center, ODI Workshop, The Future of Fragile States, June 2018, The Bellagio Rockefeller Center, Italy.

Conference on 'Systems of Public Service Delivery in Developing Countries', May 2018, Blavatnik School of Government, Oxford.

World Bank Annual Conference 2016 panel 'The Governance Gap: Why Does Half the World Distrust Government and What Can We Do About It?'

World Bank Conference on 'Innovating Bureaucracy' November 8-9, 2017, Washington DC.

World Bank Tax Conferences, May 2015 and February 2016, Washington DC.

International Economic Association World Congresses in Jordan (2014) and Mexico City (2017).

Africa Growth Forum Kampala (2013), Accra (2014), Addis Ababa (2015).

South Asia Growth Conferences in Dhaka (2012), New Delhi (2013) and Lahore (2014).

Country events in Bangladesh, Ethiopia, Ghana, India, Lebanon, Liberia, Malawi, Mozambique, Myanmar, Sierra Leone, South Sudan, Uganda, Zambia and many other countries.

Academic Seminars at LSE, Oxford, Columbia, Harvard, Stockholm, Delhi, Dhaka, Moscow, Brunel, Sussex, CEPR Conferences, Manchester, Bogota, Santiago, Lima, Mendoza, Zurich and other places.