

Zahra Mansoor

t: (+44)7572846490

email: zahra.mansoor@bsg.ox.ac.uk

website: www.zahra-mansoor.com

CURRENT EMPLOYMENT

University of Oxford

Jan 2021-present

- PostDoc Researcher, Blavatnik School of Government (BSG)

EDUCATION

University of Oxford

2016 –2020

- DPhil in Public Policy, Blavatnik School of Government
- Research interests: Public Policy, Public Economics, Policy Implementation, Behavioral Public Policy (with a sectoral focus on Education and Gender)
- Dissertation: “*Essays on Incentives in Bureaucracy: Evidence from Pakistan*”

London School of Economics and Political Science (LSE)

2009 -2011

- MSc. in Economics (Distinction)

Lahore University of Management Sciences (LUMS)

2004 -2008

- BSc (Hons) in Economics; minor in Psychology (Dean’s Honor List)

RESEARCH

Under Review

- “Making Recognition Matter: A Field Experiment on Recognition Rewards for Public School Head Teachers”, *under review at Journal of Public Economics* [\[Link\]](#)
- “Systems Approaches to Public Service Delivery: Lesson from Health, Education, and Infrastructure” (*with Martin Williams*), *under review at World Development* [\[Link\]](#)

Working Papers

- “Rules versus Discretion: Evidence on Incentives for Public Agriculture Extension Staff” (*with Ghazala Mansuri and Garance Genicot*) [\[Link\]](#)
- “Beyond the Paycheck: Unpacking the Relationship between Intrinsic Motivation and Performance of Public School Teachers in Pakistan” [available upon request]
- “A Global Mapping of Delivery Approaches Adopted by Governments” (*with Williams, Martin J., Dana Qarout, and others*) [\[Link\]](#)

Selected Works in Progress

- “Autonomy or Accountability? Different Managerial Approaches in the Ghanaian Public Education System and their Relationship with Performance” (*with Clare Leaver*), funded by FCDO (fieldwork in progress)
- Cognitive Biases in Evidence-Based Decision Making and the role of Team-based Deliberation: Lab-in-the-field Experiments with the Civil Service Academy of Pakistan” (*with Adnan Qadir and Shehryar Banuri*), (fieldwork completed)
- “Medium-term and Long-term Impacts of Mental Health Support to Youth on Human Capital Accumulation: Evidence from Pakistan” (*with Jennifer Opare-Kumi*), funded by John Fell Fund Oxford (fieldwork in progress)
- “Transforming Beliefs and Social Norms: Evidence on Female Labour Force Participation in Pakistan” (*with Dana Qarout*), funded by International Growth Center (fieldwork about to start)

Selected Policy Publications

- “Delivery Approaches to Improving Policy Implementation: A Conceptual Framework” (with Martin Williams, Clare Leaver, Dana Qarout, Anna Bilous, Karen Mundy, Minahil Asim, and Sheena Bell). Education Commission, March 2021 [\[Link\]](#)
- “Punjab, Pakistan: A Case Study for Using a Systems Approach for Identifying Constraints to Education Service Delivery.” Pathways Commission, October 2019 [\[Link\]](#)

TEACHING EXPERIENCE

- Blavatnik School of Government, University of Oxford** **Oct 2021-Present**
- Seminar Leader, Economics for Masters in Public Policy
 - Lecturer, Applied Public Policy Session, Economics for Masters in Public Policy
 - Lecturer, Systems Approaches, Evidence in Public Policy
- Department of Political Economy, Kings College London** **March 2022**
- Guest Lecturer, Education Reform, Using Economics in Government
- LSE external program, Bayview University Pakistan** **2008-2009**
- Lecturer, Microeconomics
 - Lecturer, Econometrics
- Lahore University of Management Sciences** **2006-2008**
- Teaching Assistant, Microeconomics
 - Teaching Assistant, Development Economics

TEACHING AND TRAINING OF POLICY PROFESSIONALS

- Harvard Kennedy School** **2016**
- Group Leader: Smart Policy Design
- Center for Economic Research Pakistan** **2014-2016**
- Led curriculum design and delivery of:
- Evidence-Based Policy Design (for early career research practitioners)
 - Building Capacity for Using Research Evidence (BCURE) Trainings (for civil servants in Pakistan)
 - BCURE training of trainers for faculty across Pakistan, Nepal, and Bangladesh
 - Innovative Leadership in the Age of Data (for policymakers in Pakistan)

GRANTS AND AWARDS

- PI: International Growth Center (IGC) grant for research on Female Labor Force Participation in Pakistan, GBP, 20,000
- PI: John Fell Fund for research on Mindfulness-based Stress Reduction, GBP 10,000
- PI: Economic Development Institutions grant for research with the Punjab Education Department, GBP 21,000
- PI: Center for the Study of African Economics (CSAE) grant for research with the Punjab Education Department, GBP 5,000
- Co-PI: International Growth Center (IGC) grant for research with Civil Service Academy in Pakistan (with Adnan Qadir), GBP 12,000
- Co-PI: IGC grant for research with Punjab Agriculture Department (with Ghazala Mansuri and Garance Genicot), GBP 40,000
- Co-PI: World Bank i2i grant for research with Punjab Agriculture Department (with Ghazala Mansuri and Garance Genicot), USD 150,000
- Co-PI: World Bank grant for research with Punjab Agriculture Department (with Ghazala Mansuri), USD 143,000
- PI: World Bank Pak @100 research fellowship, USD 10,000

CONFERENCES, SEMINARS, AND WORKSHOPS

Paper presentations

- Comparative and International Education Society (CIES) Conference (online)
- Center for the Study of African Economics (CSAE) Workshop
- American Political Science Association (APSA) Conference
- Oxford Development Economics Conference
- Applied Development Economics Series (online)
- Nordic Conference in Development Economics (online)

Invited presentations

- Civil Service Reform Workshop, Pakistan
- Agriculture Department in Punjab, Pakistan
- International Growth Center (IGC) Conference on Education Reform, Pakistan
- Lahore University of Management Sciences (LUMS) School of Education, Pakistan
- Institute of Business Administration (IBA) Karachi, Pakistan

Designed and Co-led

- Supporting Evidence Use and Creation in Government: Reflections, Insights, and Ideas (London, UK)
- Systems of Public Service Delivery in Developing Countries (Oxford, UK)
- Public Finance and Public Service Delivery in Africa (Accra, Ghana)
- Public Service Delivery in Developing Countries (Washington D.C.)

RELATED RESEARCH AND POLICY EXPERIENCE

University of Oxford	2017 - 2020
<ul style="list-style-type: none">• Research Associate, Blavatnik School of Government	
Harvard Kennedy School	2016-2017
<ul style="list-style-type: none">• Consultant, Building Capacity for Using Research Evidence (BCURE) in Bureaucracy	
Center for Economic Research Pakistan	2015-2016
<ul style="list-style-type: none">• Research and Training Manager	
World Bank	2014-2016
<ul style="list-style-type: none">• Consultant, Governance team in Pakistan• Consultant, Poverty GP	
Innovations for Poverty Action, Uganda	2013-2014
<ul style="list-style-type: none">• Senior Project Associate, evaluating the Living Goods Programme	
International Growth Center, London	2012-2013
<ul style="list-style-type: none">• Hub Economist, Research Programme• Country lead on Zambia, Mozambique, and Bangladesh	
Center for Economic Research Pakistan	2011-2012
<ul style="list-style-type: none">• Project Coordinator, evaluating incentives in Property Tax Department in Punjab Pakistan	
Oxfam, Pakistan	2008-2010
<ul style="list-style-type: none">• Consultant, Poverty and Social Development	

Referee Service

- Journals: Economic Journal, Public Sector Economics, Journal of Development Economics, World Development
- Blavatnik School of Government Ethics Committee

LANGUAGES

- Urdu (native), English (proficient), Hindi (speaking)