

CURRICULUM VITAE **DR LINDA CATHERINE MAYOUX**

NAME Dr Linda Catherine Mayoux
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NATIONALITY British **DATE OF BIRTH** 9.5.54

MAIN AREAS OF EXPERTISE:

- ***enterprise development, poverty reduction and empowerment:*** micro-finance, ethical enterprise development, training programmes, collective strategies and labour issues
- ***gender analysis and social development:*** universality and difference and potential interlinkages and tensions between different social development aims and policies (eg poverty alleviation and/or environment and/or gender policy)
- ***participation and participatory development,*** including grassroots learning, social and economic inclusion/exclusion, social capital, grassroots movements and interlinkages between specific forms of participation and broader social change
- ***impact assessment/M and E/ research methods:*** quantitative survey, anthropological and PLA research methodologies

‘Side-line research’ has included grassroots political mobilization, health, literacy, family planning and environment.

ACADEMIC QUALIFICATIONS

BA 1976 University of Cambridge, UK Social and Political science and Oriental Studies (Hindi and Persian)

PhD 1982 University of Cambridge, UK Social and Political Science. Thesis title: ‘Women’s Work and Economic Power in the Family: A Study of Two Villages in West Bengal’.

LINGUISTIC COMPETENCE

French, Spanish and Bengali: Sufficient fluency for co-facilitating workshops, field research, English translation of documents and for French and Spanish, report writing with final corrections by a native speaker.

Hindi, Urdu, Farsi, Portuguese and German: Reasonable fluency for fieldwork and English translation of documents

Gujarati, Nepali, Russian, Turkish. Working knowledge sufficient for basic survey research and consultation of documents:

Arabic and Kannada : Some knowledge.

COUNTRY EXPERIENCE

Asia: India, Bangladesh, Pakistan, Iran and 'grassroots' travel in Nepal, Turkey and Afghanistan

Africa: Uganda, Sudan, Morocco, Angola, Cameroon, Kenya, Ethiopia, Zimbabwe, Zambia, Ghana

Latin America: Nicaragua, Guatemala, Bolivia.

OTHER RELEVANT SKILLS

Photography and video ICS diplomas with Assignment distinctions

Computer graphics, web development, video editing and CD-Rom production:

proficiency in Adobe CS suite and video editing, Studio MX suite

(Flash/Fireworks/Freehand and Dreamweaver), Powerpoint and Inspiration.

Computer literacy in Word/Works word processing, Excel and Access. Also some knowledge of NuDist qualitative database.

DETAILS OF CONTRACTS AND EMPLOYMENT**February 2004 - June 2005, Microfinance for Women's Empowerment Training, Pakistan**

Training and web design for Pakistan Microfinance Network, funded by Aga Khan Foundation Canada and Pakistan. To design two Powerpoint-based training courses for training Pakistan Micro-finance Network and other organizations in gender issues in micro-finance and innovations to make micro-finance more empowering for women; to write the training Manuals for CD-Rom including multimedia content; to conduct pilot trainings and one training of trainers; to design web material based on the training.

July 2004 - February 2005, Participatory Action Learning System (PALS), US, India, Uganda

Training and project design for Trickle Up-US, funded by Trickle Up-US. To design TUP PALS methodology for enterprise training and assessing impact of their poverty-targeted grant scheme; to write a training Manual; to pilot and train staff in US, West Bengal and Uganda.

February - March 2005, MiniManual on Participatory Evaluation, UK

Desk Review for PARC, funded by DFID. To write a MiniManual reviewing debates and good practices in participatory evaluation methodologies.

November 2003 - September 2004, USAID Poverty Targeting Tools, US

Desk Review for IRIS and University of Maryland, funded by USAID. Member of three person team based at Maryland University, US to mainstream gender and develop participatory tools for monitoring USAID's poverty targeting initiative for micro-enterprise.

December 2000 - December 2004, EDIAIS (Enterprise Development Impact Assessment Information Service), UK, India, Bangladesh

Desk Reviews for WISE/IDPM, funded by DFID. Principal researcher and consultant to WISE Ltd for DFID website on impact assessment for small enterprise development. Involved review and development of impact assessment methodologies and different dimensions of enterprise development, with key responsibility for micro-finance, fair trade, gender, qualitative and participatory methodologies, advocacy among other topics. Also involved brief field research on Fair Trade organizations in Bangladesh and India.

December 2003-April 2005, Poverty Reduction, Training and Skills Development, UK

Desk Review for I. I. Programme, funded by ILO. To write an overview of debates and evidence concerning the interrelationship between poverty reduction, training and skills development focusing particularly on innovative methodologies in poverty targeted training in enterprise and empowerment skills.

April 2003 - 2007, Learning For Empowerment Against Poverty (LEAP), Sudan

Project design, training and web design for PASED, funded by Novib. To design, advise and monitor the LEAP project for poverty-targeted micro-finance and Women's Centres aiming to empower of very poor women in Port Sudan. This includes design of PALS training material for empowerment, organizational development, client assessment and impact assessment, web design, fundraising and workshop facilitation.

December 2003, ANANDI Participatory Review, Gujarat, India

Evaluation and web design for ANANDI, funded by Concern Worldwide. Participatory Review using PALS methodologies to assess and document the achievements and challenges of Anandi's women's empowerment programme. To train staff in PALS and make practical recommendations for more systematic participatory action learning in their annual fair. Also design a website based on this and other ANANDI material.

May-August 2003, Participatory Action Learning System (PALS), Uganda

Project design and training for Kabarole Research and Resource Centre, funded by KRRC. Following earlier work on PALS with KRRC in 2002 (cf), to further develop PALS as a sustainable and empowering system for action learning, train staff and grassroots workers and help monitor effectiveness. To write PALS Manual for KRRC.

Jan2003, Empowerment and Enterprise Development, Berne, Switzerland

Desk Review for InterCo-operation, funded by Swiss Development Corporation. Consultant for workshop for Swiss Development Cooperation to produce key background paper on empowerment and enterprise development, including gender and civil society linkages.

September 2002 - November 2002, Programme Evaluation and M and E training, Uganda

Evaluation and training for Kabarole Research and Resource Centre, funded by Hivos. To evaluate Hivos support for small enterprise development in the area. To give staff and partner training to set up a PALS monitoring and evaluation system.

February 2000 - November 2002, Gender mainstreaming in the Microcredit Summit Campaign, Zimbabwe, Cote d'Ivoire, India, US

Training and Desk Reviews for UNIFEM, funded by UNIFEM. To conduct a series of gender trainings for the Microcredit Summit Campaign Regional meetings in Africa and Asia and for the Microcredit Summit +5 in New York. Also to write a Manual and series of Position Papers.

August 2002, Homeworkers in the Moroccan Textile Industry, Morocco

Research for CERED, funded by CIDA. International consultant to Moroccan research project to produce a Methodological Note on strategies for homeworkers (in French), including 10 days fieldwork in Morocco.

February - April 2002, Microfinance and urban poverty reduction: the Sustainable Livelihoods Project, Angola

Evaluation for Development Workshop-Angola, funded by One World Action. To write a case study of the programme including 4 days fieldwork in Angola

February-April 2002, Women's Empowerment or Feminisation of Debt, UK

Conference design, facilitation and documentation for One World Action, funded by One World Action. To organize, facilitate and document a DFID-sponsored international workshop on gender and micro-finance in Africa and to write the conference report.

January - May 2002, Microfinance for Women's Empowerment Training, India

Training and Manual for CARE-India, funded by CARE-India. To facilitate three training workshops in India on methodologies for women's empowerment through micro-finance groups and a Manual based on the workshop outcomes.

October 1998 - October 2002, Sustainability versus Women's Empowerment in Microfinance?, UK, Ghana, Ethiopia, Zimbabwe, Nicaragua, Bolivia, India

Conference facilitation, desk review and documentation for Different donors:, Action Aid UK, Opportunity Trust Zimbabwe, Puntos de Encuentro Nicaragua and Finrural Bolivia, funded by DFID, Hivos, ICCO, Novib. Involved review of academic, NGO and donor literature on micro-finance, gender and empowerment, designing and facilitating three regional workshops in Ethiopia, Ghana and India and publication. A Southern Africa workshop was also held in Zimbabwe on in partnership with Opportunity Trust, Zimbabwe and funded by Hivos.

March 1998 - October 2001, Empowerment and Sustainability in Microfinance (ESMiF), UK, Zimbabwe, India

Research fellowship and preparation of teaching material for Open University, funded by Open University. Looking at two ends of the 'micro-finance chain': firstly anthropological and participatory action research in West Bengal on women's response to micro-finance development and the implications for empowerment strategies, building on previous in-depth research on women's income generation programmes. Secondly study of US and European donor policies, in particular interlinkages and tensions between gender/social development policies and financially sustainable micro-finance. It also included preliminary research on Credit Unions and entrepreneurship for women in UK; developing a programme of further research on micro-finance and empowerment; design and writing for audio-visual module on Microcredit Summit, micro-finance in Kerala and UK for MA in Development management; a series of trainings/workshops in microfinance and gender for donor agencies with SIDA, NORAD and Norwegian NGO consortium.

March - April 2001, Enabling Environments for Women's Enterprise: Challenges and Ways Forward, UK

Desk Review for I. Investing in Social Enterprise Programme, funded by ILO. To write overview paper of debates, evidence and frameworks for enabling environments for women's enterprise development. It reviewed secondary sources material from Africa, Asia, US and Europe and review of gender mainstreaming in ILO and other development agencies.

December 2000, Women's Empowerment and Microfinance, UK

Desk Review for ILO, funded by ILO. To prepare training material on gender and microfinance for Social Finance Unit. This included overview article and detailed case studies from Africa and production of ILO internal training material.

September 2001 - March 2002, Sustainable Learning for Women's Empowerment, India

Conference facilitation and publication for I. PRADAN, funded by ICCO. To facilitate a conference on participatory learning systems for women's empowerment and enterprise development. To produce overview documentation and edit a book of papers based on the proceedings.

February - March 1999, Gender Planning in Caritas Bangladesh, Bangladesh

Training, field research and evaluation for Caritas Bangladesh, funded by CAFOD. To design and co-facilitate gender planning and training workshop based on preliminary findings of field visits.

November - December 1999, Microfinance, poverty and gender, Bangladesh

Evaluation for Nordic Consulting Group, funded by DANIDA. To review DANIDA assistance to CODEC in Bangladesh, particularly in relation to the gender impact of CODEC's microfinance program.

June - October 1998, Microfinance Business Plan, Cameroon

Evaluation and project design for Cameroon Gatsby Trust, funded by Gatsby Trust. To prepare a Business Plan together with a local consultant combining women's empowerment and financial sustainability.

January - December 1998, Occasional teaching, University teaching and examining for various agencies, funded by various agencies.

- Environmental and Development Education 1998 MA tutoring South Bank University
- occasional seminars eg on PRA techniques for SOAS MA course in Development

- external PhD examiner for theses on gender and micro-finance for Manchester University and Antwerp University.

November 1991 - October 1997, Development Studies and Development Management, UK

University teaching and production of training materials for DPP Open University, funded by Open University. This involved preparing activity-based tutorial material for tutors on BA course; preparing background material for Summer School activity on the Gambia; preparing two study packs based on BA course for training of development workers; co-writing chapter for book on participatory research methods for Masters course in Development Management; co-preparing an audio-visual module on micro-finance in Kerala and UK; Part-time tutoring 1990-1995 for The Open University Third World Studies course; marking examination papers.

March 1995 - January 1996, NGOs and Gender Policy, UK

Desk Review for UNRISD, funded by UNRISD. Writing chapter on for book on institutionalising gender in development institutions based on my Open University Research.

June 1994 - January 1996, Organisation and Policy Tensions in UK NGOs and Participatory Development, UK

Research and Desk Review for Open University, funded by Open University. This involved interviews with UK NGO staff and literature review, including participatory development and participatory research methods.

1989 -1995, Participatory Development and Enterprise Development, UK

University teaching for University of Cambridge, funded by University of Cambridge. Supervising undergraduate students in Development Studies papers and Gender papers in Social Anthropology and Social and Political Sciences. Also four Guest lectures annually in participatory development for BA and MA students. Also involved setting exam questions.

Gender and Micro-enterprise Development, UK

Desk Review for UNRISD, funded by UNRISD. Writing a technical briefing paper on debates about women's enterprise development including credit, training and women's organizations.

May - July 1992, Livelihood Interventions, UK

Desk Review for Oxfam, funded by Oxfam. Co-author of section for Oxfam Field Director's Handbook covering all aspects of NGO production interventions, agriculture, livestock, fisheries, forests and small-scale industries.

July 1989-June 1991, Socio-economic Study of the Silk Reeling Industry in India, India

Research for University of Glasgow, funded by ESRC. Anthropological field research on reeling entrepreneurs and labourers in different areas of Karnataka looking at class, caste/religious and gender inequalities affecting the aspirations and strategies for achieving them. It included employer and labour organisations, labour markets, informal and illegal markets, ROSCAs and responses to government regulation, training, credit and cooperative development and NGO interventions. It also involved investigating the perspectives of government staff and NGOs, including implementation of equal opportunities policy within government departments.

May 1988-June 1989, Women and Cooperative Development in Africa, Ethiopia

Desk Review and Conference facilitation for Institute for African Alternatives, funded by Institute for African Alternatives. To prepare two international conferences on in London and Addis and produce reports for publication.

October 1988-February 1989, Women and Cooperatives in Nicaragua, Nicaragua

Research for University of Cambridge, funded by Nuffield Foundation. Three months field research in Nicaragua and writing publications based on this.

March 1984-December 1987, Income Generation or Exploitation? Handicraft Development for Women in West Bengal, West Bengal, India

Research for University of Cambridge, funded by ODA-UK. Anthropological field research on government and NGO income generation programmes including training, credit and women's organisations, the growth and structure of private sector handicraft industries and the ways in which women were defining and pursuing their interests in relation to these. It included detailed research on ways in which 'women' and 'culture' were being defined, manipulated and changed by different actors, and intra-household and intra-community power relations.

March 1997, Evaluation of Handicraft Project in Gujarat, India

Evaluation for ODA-UK, funded by ODA-UK. Evaluation of Tribhuvandas Foundation's women's handicraft programme.