

## **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:*** poverty reduction and empowerment strategies in financial services, ethical enterprise development/labour issues/value chains analysis, capacity building/training, collective strategies and local economic development.
- ***social development and gender analysis:*** local and international social development and gender frameworks, strategic planning to reconcile 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 community-led learning, social and economic inclusion/exclusion, social capital, social movements and interlinkages between specific forms of participation and macro-level change.
- ***impact assessment/M and E/ research methods:*** qualitative research, anthropological and PLA research methodologies, simple quantitative survey.
- ***training methodologies/study skills development:*** multimedia training using Powerpoint, Flash, video, web-based materials for both community- and University-level study skills courses.
- ***participatory photography, video and blog development.***

‘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’.

**Certificates in Maths and Business Studies**, the Open University, Milton Keynes 2007

**Diploma of Higher Education (major in Leadership, Management and Business Studies)** Open University 2012.

**Bachelor of Arts Open (major in Creative Writing)** Open University 2012

**Visual Communications BA** : Currently studying for BA degree in Visual Communications with Open College of the Arts. Includes book design, photography, illustration and digital media.

### LINGUISTIC COMPETENCE

**French, Spanish and Bengali:** Sufficient fluency for reading documents, 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, Italian 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:

**Swahili, Arabic, Kannada and Dutch:** Basic comprehension.

### COUNTRY EXPERIENCE

**Africa:** Uganda, Tanzania, Kenya, Rwanda, Sudan, Morocco, Angola, Burkina Faso, Cameroon, Kenya, Ethiopia, Zimbabwe, Zambia, Ghana, Sierra Leone, Nigeria.

**Asia:** India, Bangladesh, Pakistan, Nepal, Philippines, Indonesia and extensive travel in Iran, Turkey and Afghanistan.

**Latin America:** Peru, Nicaragua, Guatemala, Bolivia.

### OTHER RELEVANT SKILLS

**Photography and video** ICS diplomas with Assignment distinctions and currently studying Visual Communications with Open College of the Arts.

**Computer graphics, web development, video editing and CD-Rom production:** proficiency in Adobe CS4 graphics and video suite, Powerpoint, Inspiration and Mindjet Manager and passed Open University course in web design. Currently studying for BA in Visual Communications with Open College of the Arts.

**Computer literacy** in Word/Works word processing, Excel and Access.

### DETAILS OF CONTRACTS AND EMPLOYMENT

Consultancies over 20 days highlighted in yellow and substantial long term contracts of over 100 days in blue. Consultancies of less than 20 days are only shown since 2012.

July-August 2013 ODI/SDD DFID Review of evaluation Approaches and Methods for Economic Empowerment of Women and Girls Interventions (9 days @ GBP 600 a day) consultant to review papers on gender and microfinance.

July 2013 ongoing Tanzania Coffee Partnership (200 days+ 2013 -2015 currently under review for further extension) lead expert consultant to Hivos for development of Gender Action Learning System with 100,000 women and men coffee farmers in Tanzania, Kenya and Uganda to improve women's control

of land, income and division of labour, reduce violence, alcoholism and adultery and promote gender equality of decision-making at household and cooperative levels. Work includes development of training resources, capacity building and documentation including participatory blog ([www.galsnetworkblog.net](http://www.galsnetworkblog.net)) and webresources ([www.galsatscale.info](http://www.galsatscale.info)) with photography and video materials. Publications forthcoming in the AgriProfocus Coffee Toolkit and final livelihood and leadership tools available on the website by June 2015.

**March 2007 – ongoing Women’s Economic Empowerment Mainstreaming and Networking for Gender justice in Economic Development Oxfam Novib** global consultant to develop a multi-donor long-term process for mainstreaming women’s economic empowerment and the care economy in economic interventions. It focuses particularly on development of an innovative participatory methodology (GALS) to link women and men’s own gender and livelihood planning with organisational gender audit, adapted to needs of organisations working in financial services, BDS, value chain development and economic decision-making, including development of participatory MandE systems. It involves preparation, facilitation and documentation of gender mainstreaming workshops for experts in micro-finance and value chain, policy-makers and programmes in South Asia, Africa, Latin America, US and Europe. It also encompasses support for an ongoing 4 year IFAD-funded project on gender and value chain in Uganda, Rwanda and Nigeria 2012 - 2016. It includes establishment of a web based capacity-building resource in 2012 ([www.wemanresources.info](http://www.wemanresources.info)) as a basis for e-learning on gender in economic interventions. Publications include Rocky Road to Diamond Dreams 2014 Oxfam Novib and Growing the Diamond Forest forthcoming 2015, Oxfam Novib.

**November 2012 – January 2013 IFAD** designing and facilitating West Africa capacity development in Gender Action Learning System for value chain development for expansion in IFAD West Africa programmes. Writing a draft overview paper on the GALS methodology for IFAD.

**December 2012 SDC** 3 days @ GBP 600 a day to write and present a paper on gender and microfinance for SDC staff.

**July 2012 DANIDA** 6 days @ GBP 600 a day to gender review evaluation of Bangladesh Farmer Field Schools.

**September-February 2012 Gender Mainstreaming in the MicroCredit Summit Campaign** funded jointly through Oxfam Novib’s WEMAN programme and Hivos, and sponsored by the Summit Campaign. This includes:

- production of the background paper for the gender session
- moderating an e-discussion on current gender innovations in MF and updating the genfinance website
- development of a ‘Financial Action Learning System’, based on GALS and fieldtested in Uganda
- facilitation of a 2 day gender training as one of the training courses offered by the Summit.
- writing a final report on the current state of innovation in the sector.

**August 2011 – December 2011 Gender Mainstreaming in Value Chain Development ILO** to design a 5 day training for the ILO Training Centre in Turin based on my ILO Manual on Gender and Value Chain Development developed in 2009. GBP 500 a day.

**August 2011 – ongoing Gender Mainstreaming in Value Chain Development TWIN, UK** to design and facilitate a gender action learning process for TWIN’s partners in coffee and groundnuts value chains.

**August- September 2009 BOND UK NGO network** Training on participatory methods To prepare and facilitate a one-day intensive course.

**November 2006 – ongoing Gender and Micro-finance Module and capacity-building materials for IFAD, FAO and World Bank** to write a web module on gender mainstreaming in rural finance as part of a World Bank Gender and Livelihoods Manual and IFAD Reader on gender and rural finance. This is currently being developed for capacity-building.

**November 2007 – March 2008 Gender mainstreaming in Pakistan financial strategy for Asia Development Bank employed by Fincon Canada** to mainstream gender across all components of the Pakistan strategy for an inclusive financial sector. Involves mobile banking/technology, carbon credits, credit information bureau as well as overall strategy.

**January – December 2007 Gender mainstreaming in value chain development ILO,** including piloting in Ethiopia and Kenya, conduct training for donor agencies and at field level and finalise the manual on gender and value chains.

**January 2007 Micro-finance for Women's Empowerment in Nepal for Society for Partners in Development,** Kathmandu to co-facilitate a two-day workshop for government staff, development banks, MFIs and NGOs and development a project proposal for gender mainstreaming in the Nepal financial sector for submission to IFAD.

**September 2006 – February 2007 Impact Assessment for PACT's Women Ending Poverty Program, Nepal** advise on appropriate impact assessment methodology for five year on assessment of the program's contribution to women's ability to combat poverty in their families and communities.

**May 2006 – December 2006 Gender and micro-finance in India** website, listserv and workshop facilitation and documentation for Levi Strauss Foundation to facilitate exchange of best practice in India on gender and micro-finance to develop a strong South Asia network and internet resource for information exchange and as an input to the MicroCredit Summit + 10.

**March 2006 – September 2006 Training for Pro-poor Development** update and revise an earlier draft paper for ILO for final publication. Includes presenting a paper at a workshop in Turin on Training Best Practices.

**April 2006 Evaluation of Learning for Empowerment Against Poverty programme** for women's empowerment through micro-finance in Port Sudan.

**March 2006 – August 2006 Participatory Methods for Local Economic Development** For Partenariat du Developpement Municipal, Benin to work with a n expert in local economic development and West African team to write a Manual for increasing participation in local economic development planning. Includes 10 days field work in Burkina Faso.

**October – November 2005 Gender mainstreaming in Value Chains Analysis** For ILO to conduct capacity building and draft a Guide for integrating gender in Value Chains Analysis, including preliminary work in Ethiopia.

**September 2005 Gender Training for DFID Evaluation Department, UK** for DFID/PARC, funded by DFID. to prepare and co-facilitate training for DFID's evaluation department.

**May 2005 – June 2005 Evaluation of Micro-finance Programme, Kabarole Research and Resource Centre, Uganda** for Hivos. To evaluate the MF programme and make recommendations on ways forward to increase both financial sustainability and member benefits, including further development of the Participatory Action Learning System (PALS) methodology.

**February 2004 – February 2006, 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.

**SELECTED PUBLICATIONS**

Many of the below have now been published in multiple forms and locations. Only the main publications are included here. Many can be accessed on the website I manage: [www.wemanresources.info](http://www.wemanresources.info) and [www.galsatscale.info](http://www.galsatscale.info)

2013 forthcoming updated Manuals on Gender Action Learning System see [www.wemanresources.info](http://www.wemanresources.info) and [www.galsatscale.info](http://www.galsatscale.info)

Mayoux, L. (2012) Gender mainstreaming in value chain development: Experience with Gender Action Learning System in Uganda *Enterprise Development and Microfinance*, December

Mayoux, L. (2011). "Financial Action Learning System: Client-led product development for empowerment and wealth creation Concept Note." Oxfam Novib WEMAN.

Mayoux, L C (2011) Women are Useful to Microfinance: How Can We Make Microfinance More Useful to Women? Background Paper on Gender for the MicroCredit Summit.



- Mayoux, L. C., T. Reemer, et al. (2011). Growing the Diamond Forest: Livelihood Market and Value Chain Development. GALS Manual No 3. First Draft. The Hague, Oxfam Novib.
- Mayoux, L. C. (2010). 'Diamonds are a girl's best friend' Experience with Gender Action Learning System. Elgar International Handbook on Gender and Poverty. S. Chant, Edward Elgar.
- P. Baluku, L. C. Mayoux and T. Reemer (2009) 'Balanced Trees Grow Richer Beans': Community-led Action Learning for Gender Justice in Uganda Coffee Value Chains' paper presented to International Coffee Conference, November 2009
- Mayoux, L. C. (2009). Tree of Diamond Dreams: GALS Stage 1 Manual Draft for Field-testing. The Hague, Oxfam Novib/WEMAN.
- Mayoux, L. C. (2009). A Gender Justice Protocol for Financial Services: Framework, Issues and Ways Forward. The Hague, Oxfam Novib.
- Mayoux, L. C. and M. Hartl (2009). Gender and rural microfinance: Reaching and empowering women: Guide for Practitioners. Rome, IFAD.
- Mayoux, L. C. (2008). Steering Life's Rocky Road - Equal and Together: Gender Action Learning System Core Manual First Draft. The Hague, Oxfam Novib/WEMAN.
- Mayoux, L. and G. Mackie (2008). A Practical Guide to Mainstreaming Gender Analysis in Value Chain Development. Addis Ababa, ILO.
- Mayoux, L. C. (2008). Gender and Rural Finance. Gender in Agriculture, Sourcebook F. a. I. World Bank. Washington, DC, World Bank 85 - 124.
- Mayoux, L. C. (2008). Uganda: Kabarole Research and Resource Centre's Participatory, Self-Managed Microfinance Model. Gender in Agriculture, Sourcebook World Bank, FAO and IFAD. Washington, DC, World Bank 117 - 124.
- Valley Research Group and L. Mayoux (2008). Women Ending Poverty: The Worth Program in Nepal - Empowerment through literacy. banking and business 1999-2007. Kathmandu, Nepal, PACT.
- Mayoux, L. (2006). "Gender Questions for product Market Research." from <http://www.genfinance.info/MktResPALS/Gender%20Sensitive%20Product%20Market%20Research.pdf>.
- Mayoux, L. (2006). "Not Only Reaching, but also Empowering Women: Ways Forward for the Microcredit Summit's Second Goal." from <http://www.genfinance.info/Documents/Reaching%20and%20Empowering%20Women.pdf>.
- Mayoux, L. (2006). Quantitative, Qualitative or Participatory? Which method, for what and when? Doing Development Research. R. Potter and V. Desai, Sage.
- Mayoux, L. (2006). Road to the Foot of the Mountain - but reaching for the sun: PALS adventures and challenges. Springs of Participation: creating and evolving methods for participatory development. Karen Brock and Jethro Pettit, Intermediate Technology Publications.
- Mayoux, L. (2006). "Sustainable Microfinance for Women's Empowerment: Report from International Mutual learning Workshop, Centre for Micro-finance Research ", from [http://www.genfinance.info/Chennai/SUSTAINABLE%20MICROFINANCE%20FOR%20WOMEN\\_DiscussionReport.pdf](http://www.genfinance.info/Chennai/SUSTAINABLE%20MICROFINANCE%20FOR%20WOMEN_DiscussionReport.pdf).

- Mayoux, L. and ANANDI (2005)  
Participatory Action Learning in Practice: Experience of Anandi, India. Journal of International Development March.  
<http://www.enterprise-impact.org.uk/informationresources/toolbox/PALinpractice.shtml> (original version)
- Mayoux, L. (2005)  
Quantitative, Qualitative or Participatory? Which method, for what and when? In 'Doing Development Research', edited by R. Potter and V. Desai. Sage.
- Mayoux, L. and R. Chambers (2005)  
Reversing the Paradigm: Quantification, Participatory Methods and Pro-poor Growth. Journal of International Development March.
- Mayoux, L. (2005)  
Learning and Decent Work for All: New Directions in Training and Education for Pro-poor Development. ILO.
- Mayoux, L., S. Mosedale and eds (2005)  
Impact Assessment for Pro-Poor Accountability: Innovations and Challenges. Journal of International Development (March).
- Mayoux, L. (2005)  
Marrying Jeckell with Hyde? Transnational Enterprises, Pro-Poor Development and Sustainable Ethical Learning. <http://www.enterprise-impact.org.uk/informationresources/application/MarryingJekyllwithHyde.shtml>
- Mayoux, L. (2005)  
Between Tyranny and Utopia: Participatory Evaluation for Pro-Poor Development.  
<http://www.parc.org>
- Mayoux, L. (2004)  
Intra-household Impact Assessment: Issues and Participatory Tools.  
<http://www.enterprise-impact.org.uk/informationresources/toolbox/intra-householdIA.shtml>
- Mayoux, L. (2004)  
ANANDI: Participatory Review December 2003. ANANDI.  
<http://www.anandiindia.org>
- Mayoux, L. (editor) ed^eds (2003)  
Sustainable Learning for Women's Empowerment: Ways Forward in Micro-finance,. Samskriti, New Delhi.
- Mayoux, L. (2003)  
Trickle-down, Trickle-up or Puddle? Participatory Value Chains Analysis for Pro-poor Enterprise Development. <http://www.enterprise-impact.org.uk/informationresources/toolbox/valuechainsanalysis.shtml>
- Mayoux, L. (2003)

- Empowering Enquiry: A New Approach to Investigation. <http://www.enterprise-impact.org.uk/informationresources/toolbox/empoweringenquiry.shtml>
- Mayoux, L. (2003)  
Thinking It Through: Using Diagrams in Impact Assessment. <http://www.enterprise-impact.org.uk/informationresources/toolbox/thinkingitthrough-usingdiagramsinIA.shtml>
- Mayoux, L. (2003)  
Grassroots Action Learning: Impact Assessment for Pro-poor Accountability and Civil Society Development. <http://www.enterprise-impact.org.uk/informationresources/toolbox/grassrootsactionlearning.shtml>
- Mayoux, L. (2003)  
Advocacy and Impact Assessment: Towards a Sustainable and Participatory Action Learning Process. <http://www.enterprise-impact.org.uk/informationresources/application/AdvocacyandIA.shtml>
- Mayoux, L. (2003)  
PALS Manual: Draft August. Kabarole Research and Resource Centre, Western Uganda.
- Mayoux, L. (2003)  
From Marginalisation to Empowerment: Towards a New Approach in Small Enterprise Development. <http://www.intercooperation.ch/sed/2003/wks-sed-and-empowerment/presentations/mayoux.pdf>
- Mayoux, L. (2002)  
Women's Empowerment or Feminisation of Debt? Towards a New Agenda in Microfinance. One World Action. <http://www.oneworldaction.org/genderandmicrofinance.html>
- Mayoux, L. (2002)  
Women's Empowerment and Participation in Micro-finance: Evidence, Issues and Ways Ahead. In Sustainable Learning for Women's Empowerment: Ways Forward in Micro-finance, edited by L. Mayoux. Samkriti, New Delhi. <http://www.oneworldaction.org/genderandmicrofinance.html#africa>
- Mayoux, L. (2002)  
How Do We Find Out? Issues in Collecting Information. <http://www.enterprise-impact.org.uk/informationresources/toolbox/howdowefindout.shtml>
- Mayoux, L. (2002)  
What Do We Do With the Information? from practical conclusions to influencing change. <http://www.enterprise-impact.org.uk/informationresources/toolbox/whatdowedo.shtml>
- Mayoux, L. (2002)  
From Impact Assessment to Sustainable Strategic Learning. <http://www.enterprise-impact.org.uk/overview/index.shtml#Strategic>
- Mayoux, L. (2002)  
Self-Help Development Foundation. SHDF/ <http://www.enterprise-impact.org.uk/informationresources/casestudies/shdfZimbabwe.shtml>
- Mayoux, L. (2002)  
Gender Dimensions of Micro-insurance: Questioning the New Bootstraps. ??

- Mayoux, L., M. Jiri and M. Cerqueira (2002)  
Sustainable Livelihoods Project: Microfinance for Urban Poverty Reduction in Angola. One World Action.
- Mayoux, L. (2002)  
Fighting Against the Odds: Mbonweh Women's Development Association in Cameroon. Mbonweh/ CGT/ PMN?
- Mayoux, L. and R. Osman (2002)  
Financial Self-Sustainability Versus Empowerment? Ways Forward for Gender, Policy in the Port Sudan Programme. PASED/ LEAP/?? LEAP
- Mayoux, L. and A. Simanowitz (2002)  
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