## **Bibliography**

- Acharya, B., Y. Kumar, V. Satyamurti and R. Tandon (1998) 'Reflections on Participatory Evaluation the PVOH-II Experience', *Participation and Governance*, Vol. 5, No. 11, 11–16 March.
- Adams, W., E. Watson and S. Mutiso (1997) 'Water Rules and Gender: Water Rights in an Indigenous Irrigation System, Marakwet, Kenya', *Development and Change*, Vol. 28, pp. 707-30.
- Ahmad, A. (1994) In Theory: Classes, Nations, Literatures, Verso, London.
- (1995) 'The Politics of Literary Postcoloniality', Race and Class, Vol. 36, No. 3, pp. 1-20.
- (1997) 'Postcolonial Theory and the Post-Condition', in L. Panitch (ed.), Socialist Register, Merlin Press, London, pp. 353-81.
- Allen, T. (1997) 'Housing Renewal Doesn't it Make you Sick?', paper presented to HSA Conference, York University, 15–16 April.
- Allen, V. L. (1971) The Sociology of Industrial Relations, Longman, London.
- Allport, G. (1968) 'The Historical Background of Social Psychology', in G. Lindzey and E. Aronson (eds), *The Handbook of Social Psychology*, Random House, New York.
- Alvesson, M. and H. Willmott (1996) Critical Management Studies, Sage, London.
- Anthony, P. D. (1977) The Ideology of Work, Tavistock, London.
- Apthorpe, R. (1997) 'Writing Development Policy and Policy Analysis Plain or Clear: On Language, Genre and Power', in C. Shore and S. Wright (eds), Anthropology of Policy: Critical Perspectives on Governance and Power, Routledge, London and New York.
- Arce, A. and N. Long (1992) 'The Dynamics of Knowledge: Interfaces Between Bureaucrats and Peasants', in N. Long and A. Long (eds), Battlefields of Knowledge: the Interlocking of Theory and Practice in Social Research and Development, Routledge, London and New York.
- Archer, D. and S. Cottingham (1996) 'Action Research Report on REFLECT: Regenerated Freirian Literacy Through Empowering Community Techniques: the Experiences of Three REFLECT Projects in Uganda, Bangladesh, El Salvador', Overseas Development Administration Education Research Series, No. 17, ODA, London.
- Argyris, C. (1970) Intervention Theory and Method, A Behavioural Science View, Addison Wesley, Reading, MA.
- Arkin, A. (1999) 'Return to Centre', People Management, 6 May, pp. 47-50.
- Armstrong, M. (1999) A Handbook of Human Resource Management, Kogan Page, London.

- Arnfred, S. (1995) 'Introduction', in S. Arnfred (ed.), Issues of Methodology and Epistemology in Postcolonial Studies, International Development Studies, Roskilde University, Occasional Paper No. 15, Roskilde University, Denmark, pp. 1–11.
- Arora, D. (1994) 'From State Regulation to People's Participation: The Case of Forest Management in India', Economic and Political Weekly, Vol. XXIX, No. 12, pp. 691– 8, 19 March.
- Ashcroft, B., G. Griffiths and H. Tiffin (eds) (1995) The Post-colonial Studies Reader, Routledge, London.
- Ayerigg, M. (1998) 'Participation and the World Bank: Successes, Constraints and Responses', Discussion Draft prepared for the International Conference on Upscaling and Mainstreaming Participation of Primary Stakeholders: Lessons Learned and Ways Forward, World Bank Social Development Papers, No. 29, Environmentally and Socially Sustainable Development Network, Washington, DC, November.
- Bales, R. F. (1950) Interaction Process Analysis: A Method for the Study of Small Groups, Addison Wesley, Reading, MA.
- Bastian, S. and N. Bastian (eds) (1996) Assessing Participation: A Debate from South Asia, Konark, Delhi.
- Batliwala, S. (1994) 'The Meaning of Women's Empowerment: New Concepts Form Action' in G. Sen, A. Germain and L. Chen (eds), Population Policies Reconsidered: Health, Empowerment and Rights, Harvard University Press, Boston, MA.
- Bebbington, A. (1994) 'Theory and Relevance in Indigenous Agriculture: Knowledge, Agency and Organisation', in D. Booth (ed.), Rethinking Social Development: Theory. Research and Practice, Longman Scientific and Technical, Harlow.
- Bell, S. (1994) 'Methods and Mindsets: Towards an Understanding of the Tyranny of Methodology, Public Administration, Vol. 14, pp. 323-38.
- Bezkorowajnyj, P. G., S. Jones, J. N. Khare and P. S. Sodhi (1994) 'A Participatory Approach to Developing Village Tree Programmes: The KRIBP Experience', KRIBP Working Papers, Centre for Development Studies, Swansea.
- Bhabha, H. (1983) 'Difference, Discrimination, and the Discourse of Colonialism', in F. Barker (ed.), The Politics of Theory, University of Essex, Colchester, pp. 194–211.
- (1984) 'Of Mimicry and Man: The Ambivalence of Colonial Discourse', October, 28, Spring, pp. 125–33.
- (1995) [original 1985] 'Signs Taken for Wonders: Questions of Ambivalence and Authority Under a Tree Outside Delhi, May 1817', in B. Ashcroft et al. (eds), The Post-Colonial Studies Reader, Routledge, London, pp. 29–35.
- Biggs, S. (1989) 'Resource-poor Farmer Participation in Research: a Synthesis of Experience from Nine National Agricultural Research Systems', OFCOR Project Study, No. 3, ISNAR, The Hague.
- (1995a) Participatory Technology Development: A Critique of the New Orthodoxy, Olive Information Service, AVOCADO series o6/95, Durban.
- (1995b) 'Participatory Technology Development: Reflections on Current Advocacy and Past Technology Development', paper prepared for the workshop 'Participatory Technology Development (PTD)', Institute of Education, London, March.
- Biggs, S. and G. Smith (1998) 'Beyond Methodologies: Coalition-building for Participatory Technology Development', World Development, Vol. 26, No. 2, pp. 239–48.
- Blackburn, J. and J. Holland (1998) 'General Introduction', in J. Blackburn with J. Holland (eds), Who Changes? Institutionalizing Participation in Development, IT Publications, London, pp. 1–8.

- Blake, R. R. and J. S. Mouton (1964) Managing Intergroup Conflict in Industry, Gulf, Houston.
- Blunt, P. (1995) 'The Cultural Limits of Process Consulting in Development Assistance', in R. D. Reineke and R. Sulzer (eds), Management Consultancy in Developing Countries, Gabler. Berlin.
- Blyton, P. and P. Turnbull (1994) The Dynamics of Employee Relations, Macmillan, London.
- Bond, R. and D. Hulme (1999) 'Process Approaches to Development: Theory and Sri Lankan Practice', World Development, Vol. 27, No. 8.
- Boreham, P. (1992) 'The Myth of Post-Fordist Management: Work Organisations and Employee Discretion in Seven Countries', Employee Relations, Vol. 14, No. 2, pp. 13-24.
- Bourai, V. A., S. R. Bahadur, K. M. Panwa and K. M. Mishra (1997) 'Props for Research', PLA Notes, No. 28, IIED, London, p. 91.
- Bourdieu, P. (1977) Outline of a Theory of Practice, Cambridge University Press, Cambridge.
- Bracewell, M. (1998) 'Be Small Again', Guardian, 22 August, pp. 26-7.
- Brass, T. (1995) 'Old Conservatism in "New" Clothes', Journal of Peasant Studies, Vol. 22, No. 3, pp. 516-40.
- Braverman, H. (1974) Labour and Monopoly Capital: The Degradation of Work in the Twentieth Century, Monthly Review Press, New York.
- Brett, E. A. (1996) 'The Participatory Principle in Development Projects: The Costs and Benefits of Participation', *Public Administration and Development*, Vol. 16, pp. 5-19.
- Brinkerhoff, D. W. and J. M. Coston (1999) 'International Development Management in a Globalized World', Public Administration Review, Vol. 59, No. 4, pp. 346–61.
- British Institute of Management (1979) Participation, Democracy and Control: Forms of Employee Involvement, BIM Report No. 45, London.
- Brown, D. (1994) 'Seeking the Consensus: Populist Tendencies at the Interface between Research and Consultancy', paper presented at the workshop From Consultancy to Research, University of Wales, Swansea.
- (1997) 'Professionalism, Participation and the Public Good: Issues of Arbitration in Development Management and the Critique of the Neo-populist Approach', paper presented at Public Sector Management for the Next Century conference, University of Manchester.
- (n.d.) 'Strategies of Social Development: Non-Government Organisation and the Limitations of the Frierean Approach', The New Bulmershe Papers, Department of Agricultural Extension and Rural Development, University of Reading.
- Burke, W. W. (1987) Organization Development A Normative View, Addison Wesley, Reading, MA.
- Burke, W. W. and H. A. Hornstein (1971) The Social Technology of Organization Development, NTL, Fairfax, VA.
- Burns, T. and R. M. Stalker (1961) The Management of Innovation, Tavistock, London.
- Byrne, D. (1995) 'Radical Geography as Mere Political Economy: the Local Politics of Space', Capital and Class, Vol. 56, pp. 117–38.
- Calás, M. and L. Smircich (1997) Postmodern Management Theory, Dartmouth, Aldershot. Campbell. A. (1907) Western Primitivism: African Ethnicity, Cassell, London.

- Campbell, J. (1968) The Hero with the Thousand Faces, Princeton University Press, Princeton, NJ.
- Cernea, M. M. (ed.) (1991) Putting People First: Sociological Variables in Rural Development, 2nd edn, Oxford University Press for World Bank, New York.
- Certeau, M. de (1985) 'Practices of Space', in M. Blonsky (ed.) On Signs, Blackwell, Oxford.
- Chabal, P. (1996) 'The African Crisis: Context and Interpretation', in R. Werbner and T. Ranger (eds), Postcolonial Identities in Africa, Zed Books, London, pp. 29-54.
- Chambers, R. (1983) Rural Development: Putting the Last First, Longman, London.
- (1992) 'Rural Appraisal: Rapid, Relaxed, and Participatory', IDS Discussion Paper 311, Institute of Development Studies, University of Sussex.
- (1993) Challenging the Professions: Frontiers for Rural Development, IT Publications,
- (1994a) 'The Origins and Practice of Participatory Rural Appraisal', World Development, Vol. 22, No. 7, pp. 953-69.
- (1994b) 'Participatory Rural Appraisal (PRA): Analysis and Experience', World Development, Vol. 22, No. 9, pp. 1253–68.
- (1994c) 'Participatory Rural Appraisal (PRA): Challenges, Potentials and Paradigm', World Development, Vol. 22, No. 10, pp. 1437-54.
- (1995) 'Paradigm Shifts and the Practice of Participatory Research and Development', in N. Nelson and S. Wright (eds), Power and Participatory Development, pp. 19-29.
- (1996) 'The Primacy of the Personal', in M. Edwards and D. Hulme (eds), Beyond the Majic Ballet, Kumarian Press, West Hartford.
- (1997) Whose Reality Counts? Putting the First Last, IT Publications, London.
- Chang, J. (1991) Wild Swans, HarperCollins, London.
- Christoplos, I. (1995) 'Representation, Poverty and PRA in the Mekong Delta', EPOS Environment Policy and Society, Research Report, No. 6, Linköping University, Sweden.
- CIIR (1995) Women and Aid in the Philippines: Management or Empowerment, CIIR, London
- Clarke, M. (1999) 'Management Development as a Game of Meaningless Outcomes', Human Resource Management Journal, Vol. 9, No. 2, pp. 38-49.
- Cleaver, F. (1995) 'Water as a Weapon: The History of Water Supply Development in Nkayi District, Zimbabwe', Environment and History, Vol. 1, pp. 313-33, White Horse Press, Cambridge.
- (1996) 'Community Management of Rural Water Supplies in Zimbabwe', unpublished PhD thesis, University of East Anglia, Norwich.
- (1998a) 'Gendered Incentives and Institutions: Women, Men and the Management of Water', Journal of Agriculture and Human Values, Vol. 15, No. 4, December.
- (1998b) 'There's a Right Way to Do it Informal Arrangements for Local Resource Management', WATERLINES, Vol. 16, No. 4, April.
- (2000) 'Moral Ecological Rationality: Institutions and the Management of Common Property Resources', Development and Change, Vol. 31, No. 2, March.
- Cleaver, F. and Kaare, B. (1998) Social Embeddedness and Project Practice: A Gendered Analysis of Promotion and Participation in the Hesawa Programme, Tanzania, University of Bradford for SIDA, June.

- Cleaver, F. and I. Lomas (1996) 'The 5%' "Rule": Fact or Fiction?' Development Policy Review, Vol. 14, No. 2, June, pp. 173-84.
- Clegg, H. A. and T. E. Chester (1954) 'Joint Consultation', in H. A. Clegg and A. Flanders (eds), The System of Industrial Relations in Great Britain, Blackwell, Oxford, pp. 28-51.
- Cohen, R. (1991) Contested Domains: Debates in International Labours Studies, Zed Books, London.
- Cohen, R., P. Gutkind and P. Brazier (eds) (1979) Peasants as Proletarians: Struggles of Third World Workers, Hutchinson, London.
- Cohen, S. (1985) Visions of Social Control, Polity Press, Cambridge.
- Cooke, B. (1997) 'From Process Consultation to a Clinical Model of Development Practice', Public Administration and Development, Vol. 17, pp. 325-40.
- (1998) 'Participation, "Process", and Management: Lessons for Development in the History of Organisation Development', Journal of International Development, Vol. 10, No. 1, pp. 35-55.
- Cornwall, A. (1998) 'Gender, Participation and the Politics of Difference', in I. Guijt and M. Shah, *The Myth of Community: Gender Issues in Participatory Development*, IT Publications, London.
- Correa, M. (1995) Gender and Joint Forest Planning and Management: A Research Study in Uttara Kannada District, Karnataka, India Development Service, New Delhi.
- Cotton, J. L. (1993) Employee Involvement: Methods for Improving Performance and Work Attitudes, Sage, London.
- Cowan, J. (1994) Myths of the Dreaming: Interpreting Aboriginal Legends, Prism Press, Bridport.
- Craig, D. and D. Porter (1997) 'Framing Participation: Development Projects, Professionals and Organisations', Development in Practice, Vol. 7, No. 3, pp. 229-36.
- Croft, S. and P. Beresford (1996) 'The Politics of Participation', in D. Taylor (ed.), Critical Social Policy: A Reader, Sage, London.
- Crompton, R., D. Gallie and K. Purcell (eds) (1996) Changing Forms of Employment: Organisations, Skills and Gender, Routledge, London.
- Crush, J. (ed.) (1995) Power of Development, Routledge, London.
- Davis, N. and B. Anderson (1983) Social Control: The Production of Deviance in the Modern State, Irvington, NY.
- Deere, C. and M. Leon (1998) 'Gender, Land and Water: From Reform to Counter Reform in Latin America', Journal of Agriculture and Human Values, Vol. 15, No. 4, December.
- Dirlik, A. (1994) 'The Postcolonial Aura: Third World Criticism in the Age of Global Capitalism', Critical Inquiry, Vol. 20, pp. 328-56.
- Dogbe, T. (1998) "The One Who Rides The Donkey Does Not Know The Ground is Hot": CEDEP's Involvement in the Ghana PPA, in J. Holland with J. Blackburn (eds), Whose Voice? Participatory Research and Policy Change, IT Publications, London, pp. 97-102.
- Douglas, M. (1987) How Institutions Think, Routledge and Kegan Paul, London.
- Drago, R. and M. Wooden (1991) 'The Determinants of Participative Management', British Journal of Industrial Relations, Vol. 29, No. 2, pp. 177-204.
- Dumont, L. (1971) 'Religion, Politics and Society in the Individualistic Universe', Proceedings of the Royal Anthropological Institute for 1970, pp. 31-41.

- Dwivedi, O. P. and J. Nef (1982) 'Crises and Continuities in Development Theory and Administration: First and Third World Perspectives', Public Administration and Development, Vol. 2, No. 1, pp. 59-77.
- Dyer, W. G. (1987) Team Building Issues and Alternatives, Addison Wesley, Reading, MA.
- Ecologist, The (1993), Whose Common Future? Reclaiming the Commons, Earthscan, London.
- Edwards, M. (1999) 'NGO Performance: What Breeds Success' New Evidence from South Asia', World Development, Vol. 27, No. 2, pp. 361-74.
- Escobar, A. (1995) Encountering Development: the Making and Unmaking of the Third World, Princeton University Press, Princeton, NJ.
- Fals-Borda, O. (1998) People's Participation: Challenges Ahead, IT Publications, London.
- Fals-Borda, O. and M. A. Rahman (1991) (eds) Action and Knowledge: Breaking the Monopoly with Participatory Action Research, IT Publications, London.
- Farrington, J. and A. Bebbington with K. Wellard and D. J. Lewis (1993) Reluctant Partners? Non-Governmental Organisations, the State and Sustainable Agricultural Development, Routledge, London.
- Feeney, P. (1998) 'Gender, Equity and Exclusion in the Western Ghats', in P. Feeney, Accountable Aid: Local Participation in Major Projects, Oxfam Publications, Oxford.
- Ferguson, J. (1994) The Anti-politics Machine: 'Development', Depoliticization and Bureaucratic Power in Lesotho, University of Minnesota Press, Minneapolis.
- Fine, M. (1994) 'Working the Hyphens: Reinventing Self and Other in Qualitative Research', in N. Denzin and Y. Lincoln (eds), *Handbook of Qualitative Research*, Sage, London, pp. 70–82.
- Folbre, N. (1996) 'Engendering Economics: New Perspectives on Women, Work and Demographic Change' in M. Bruno and B. Pleskovic (eds), Annual World Bank Conference on Development Economics, World Bank, Washington, DC.
- Foucault, M. (1973) The Order of Things: The Archaeology of Human Sciences, Vintage, New York.
- (1977) Discipline and Punish: The Birth of the Prison, Penguin, Harmondsworth.
- (1979) The History of Sexuality: An Introduction, Penguin, Harmondsworth.
- (1980) Power/Knowledge: Selected Interviews and Other Writings, Harvester Wheat-sheaf, Brighton.
- Fowler, A. (1997) Striking a Balance: A Guide to Enhancing the Effectiveness of NGOs in International Development, Earthscan, London.
- Francis, P. and S. Jacobs (1999) 'Institutionalising Social Analysis at the World Bank', in C. Kirkpatrick and N. Lee (eds), Integrated Appraisal and Decision Making, Special issue of Environmental Impact Assessment Review, Vol. 19, pp. 341–57.
- Freire, P. (1973) Education for Critical Consciousness, Seabury Press, New York.
- Friedman, A. (1977) Industry and Labour: Class Struggle at Work, Macmillan, London.
- Gates Jr., H. (1991) 'Critical Fanonism', Critical Inquiry, Vol. 17, pp. 457-70.
- Gee, J. P., G. Hull and C. Lankshear (1996) The New Work Order: Behind the Language of the New Capitalism, Westview Press, Boulder, CO.
- Geertz, C. (1966) 'Religion as a Cultural System', in M. Banton (ed.), Anthropological Approaches to the Study of Religion, Tavistock, London.
- Giddens, A. (1982) Profiles and Critiques in Social Theory, University of California Press, Berkeley.

- (1984) The Constitution of Society: Outline of the Theory of Stucturation, Polity Press, Cambridge.
- Gilroy, P. (1993) The Black Atlantic: Modernity and the Double Consciousness, Verso, London.
- Goebel, A. (1998) 'Process, Perception and Power: Notes from "Participatory" Research in a Zimbabwean Resettlement Area', Development and Change, Vol. 29, pp. 277–305.
- Goetz, A.-M. (1996) 'Local Heroes: Patterns of Field Worker Discretion in Implementing GAD Policy in Bangladesh', IDS Discussion Paper, No. 358, University of Sussex.
- Goffman, E. (1997) 'The Presentation of Self in Everyday Life', in C. Lemert and A. Branaman (eds), The Coffman Reader, Blackwell, Oxford.
- Goss, J. (1996) 'Postcolonialism: Subverting Whose Empire?', Third World Quarterly, Vol. 17, No. 1, pp. 239-50.
- Granovetter, D. (1992) 'Economic Action and Social Structure: The Problem of Embeddedness', in M. Granovetter and R. Swedburg (eds), The Sociology of Economic Life, Westview Press, Oxford.
- Gueye, B. (1995) 'Development of PRA in Francophone Africa', in IIED (ed.), PLA Notes, No. 24, pp. 70-3.
- Guha, R. (1982) 'On Some Aspects of the Historiography of Colonial India', in R. Guha (ed.), Subaltern Studies 1: Writings on South Asian History and Society, Oxford University Press, New Delhi, pp. 1-8.
- Guijt, I. and A. Cornwall (1995) 'Critical Reflections on the Practice of PRA', in IIED (ed.), PLA Notes, No. 24, pp. 2-7.
- Guijt, I. and M. Shah (1998) The Myth of Community: Gender Issues in Participatory Development, IT Publications, London.
- Handy, C. (1985) Understanding Organizations, Penguin, London.
- Harvey, J. B. (1979) 'The Abilene Paradox: the Management of Agreement', in J. L. Gibson, J. M. Ivancevich and J. H. Donelly, *Readings in Organizations*, Business Publications, Dallas.
- Hirst, P. and G. Thompson (1992) 'The Problems of Globalisation: International Economic Relations, National Economic Management, and Trading Blocs', Economy and Society, Vol. 21, No. 4, pp. 359-95.
- Hobart, M. (ed.) (1993) An Anthropological Critique of Development: The Growth of Ignorance, Routledge, London and New York.
- Hoben, A. (1982) 'Anthropologists and Development', Annual Review of Anthropology, Vol. 11, pp. 349-75.
- Hofstede, G. (1991) Cultures and Organisations: Software of the Mind, McGraw Hill, London.
- Hyman, J. and R. Mason (1995) Managing Employee Involvement and Participation, Sage, London.
- IASCP (1998) Crossing Boundaries: Book of Abstracts, Seventh Conference of the International Association for the Study of Common Property, 10–14 June, Simon Fraser University, Vancouver.
- IIED (ed.) (1995) PLA Notes, No. 24, special issue on 'Critical Reflections from Practice', Sustainable Agriculture Programme, IIED, London.
- (1997) 'Methodological Complementarity', Notes on Participatory Learning and Action, No. 28.

- IILS/UNDP (1997) Social Exclusion and Anti-Poverty Strategies: Project on the Patterns and Cases of Social Exclusion and the Design of Policies to Promote Integration. A Synthesis of Findings, International Institute for Labour Studies/United Nations Development Programme, Geneva.
- Illich, I. (1990) Tools for Conviviality, Marion Boyars, London.
- INTRAC (1998) ONTRAC: The Newsletter of the International NGO Training and Research Centre, No. 10, August.
- IPA/IPM (1990) Code of Practice on Employee Involvement and Participation, London.
- Jackson, C. (1998) 'Social Exclusion and Gender: Does One Size Fit All?', European Journal of Development Research, Vol. 11, No. 1, p. 125-46.
- Jackson, C. and R. Pearson (eds) (1998) Feminist Vision of Development: Gender Analysis and Policy, Routledge, London.
- Janis, I. L. (1982) Groupthink: Psychological Studies of Policy Decisions and Fiascos, revised and enlarged edn, Houghton Mifflin, Boston, MD.
- (1991) 'Groupthink', in D. Kolb, I. R. Rubin and J. S. Osland, The Organisational Behaviour Reader.
- Jarman, J. and C. Johnson (1997) WAMMA: Empowerment in Practice, A WaterAid Report, WaterAid, London.
- Jermier, J., D. Knights and W. R. Nord (1994) Resistance and Power in Organisations, Routledge, London.
- Jobes, K. (1998) 'PME under the Spotlight: a Challenging Approach in St Vincent', Waterlines, Vol. 16, No. 4, pp. 23-5.
- Jones, S., J. Witcombe and D. Mosse (1995) 'The Development Choice between High and Low Potential Areas', KRIBP Working Paper, No. 7, Centre for Development Studies, University of Wales, Swansea.
- Jones, S., J. N. Khare, D. Mosse, P. Smith, P. S. Sodhi and J. Witcombe (1994) 'The Kribhco Indo-British Rainfed Farming Project: Issues in the Planning and Implementation of Participatory Natural Resource Development', KRIBP Working Paper, No. 1, Centre for Development Studies, University of Wales, Swansea.
- Joy, L. and S. Bennett (n.d.) Process Consultation for Systemic Improvement of Public Sector Management, United Nations Development Programme, New York.
- Kanneh, K. (1999) African Indentities: Race, Nation and Culture in Ethnography, Pan-Africanism and Black Literatures, Routledge, London.
- Kaplan, R. (1994) 'The Coming Anarchy', The Atlantic Monthly, Vol. 273, No. 2, February, pp. 44-76.
- Katz, C. (1992) 'All the World is Staged: Intellectuals and the Projects of Ethnography', Environment and Planning D: Society and Space, Vol. 10, pp. 495-510.
- (1993) 'Growing Girls/Closing Circles: Limits on the Spaces of Knowing in Rural Sudan and US cities', in C. Katz and J. Monk (eds), Full Circles; Geographies of Women over the Life Course, Routledge, London, pp. 88-106.
- Khan, N. A. and S. A. Begum (1997) 'Participation in Social Forestry Re-examined: a Case Study from Bangladesh', Development in Practice, Vol. 7, No. 3, pp. 260-6, August.
- Khare, A. (n.d.) 'Western Ghats Forest and Environment Project/Himachel Pradesh Forestry Project', ODA Overview of Participatory Forest Management, ODA, London.
- Kolb, D., I. R. Rubin and J. S. Osland (1991) The Organisational Behaviour Reader, Prentice Hall, New Jersey.

- Kothari, U. (1996) 'Development Studies and Post-colonial Theory', IDPM Discussion Paper, No. 46, IDPM, University of Manchester.
- Lemert, C. and A. Branaman (eds) (1997) The Goffman Reader, Blackwell, Oxford.
- Leurs, R. (1996) 'Current Challenges Facing Participatory Rural Appraisal', Public Administration and Development, Vol. 16, pp. 57-72.
- Lewin, K. (1946) 'Action Research and Minority Problems', Journal of Social Issues, Vol. 2, pp. 34-46.
- Lewis, I. M. (1971) Ecstatic Religion: an Anthropological Study of Spirit Possession and Shamanism, Penguin Books, Harmondsworth.
- Li, T. M. (1996) 'Images of Community: Discourse and Strategy in Property Relations', Development and Change, Vol. 27, pp. 501-27.
- Likert, R. (1961) New Patterns of Management, McGraw Hill, New York.
- Lincoln, Y. S. and E. G. Guba (1985) Naturalistic Inquiry, Sage Publications, Newbury Park.
- Lippitt, R. (1949) Training in Community Relations, Harper, New York.
- Lohmann, L. (1991) 'Who Best Defends Biological Diversity: The Politics of Conservation', The Ecologist, Vol. 21, No. 1, January/February.
- (1994) 'Incentives and Disincentives for Bank Staff and Other Institutional Matters', Presentation at Consultation on the World Bank Forest Policy Implementation Review, London.
- Long, N. (1992) 'From Paradigm Lost to Paradigm Regained?: The Case for an Actor Orientated Sociology of Development', in N. Long and A. Long (eds), Battlefields of Knowledge, pp. 16-43.
- Long, N. and A. Long (eds) (1992) Battlefields of Knowledge: The Interlocking of Theory and Practice in Social Research and Development, Routledge, London.
- Long, N. and M. Villareal (1994) 'The Interweaving of Knowledge and Power in Development Interfaces', in I. Scoones and J. Thompson (eds), Beyond Farmer First: Rural People's Knowledge, Agricultural Research and Extension Practice, IT Publications, London.
- Loomba, A. (1998) Colonialism/Post-colonialism, Routledge, London.
- McCourt, W. (1998) ' "The Bloody Horse": Indigenous and Donor Prescriptions for Civil Service Reform in Sri Lanka', IDPM Discussion Paper, No. 54, Institute for Development Policy and Management, University of Manchester.
- MacFarquhar, R. and J. K. Fairbank (1987) The Cambridge History of China: The People's Republic, Part 1, Cambridge University Press, Cambridge.
- McGee, R. (forthcoming) 'Participating in Development', in U. Kothari and M. Mingoue (eds), Development Theory and Practice: Critical Perspectives, Macmillan, London.
- McNay, L. (1994) Foucault: a Critical Introduction, Polity, Cambridge.
- Mair, L. (1984) Anthropology and Development, Macmillan, London.
- Marchington, M. et al. (1992) New Developments in Employee Involvement, Education Dept, Research Series No. 2, Department of Employment, London.
- Marx, K. (1959) Capital. Vol. 1, Lawrence and Wishart, London (first edn in English 1887).
- Matthews, J. (1989) The Age of Democracy: The Politics of Post-Fordism, Oxford University Press, Melbourne.
- Mayo, E. (1933) The Human Problems of Industrial Civilization, Macmillan, New York.

- Mayoux, L. (1995) 'Beyond Naivety: Women, Gender Inequality and Participatory Development', Development and Change, Vol. 26, pp. 235-58.
- Melhuus, M. (1995) 'The Role of Fieldwork and Construction of Anthropological Know-ledge Today', in S. Arnfred (ed.), Issues of Methodology and Epistemology in Postcolonial Studies, International Development Studies, Roskilde University, Occasional Paper No. 15, Roskilde University, pp. 91–109.
- M'Gonigle, R. M. (1997) 'Behind the Green Curtain', Alternatives, Vol. 24, No. 3, Fall.
- Milimo, J., A. Norton and D. Owen (1998) 'The Impact of PRA Approaches and Methods on Policy and Practice: the Zambia PPA', in J. Holland with J. Blackburn (eds), Whose Voice? Participatory Research and Policy Change, IT Publications, London, pp. 103-11.
- Mitchell, K. (1997) 'Different Diasporas and the Hype of Hybridity', Environment and Planning D: Society and Space, Vol. 15, pp. 533-53.
- Mitra, A. (1997) Oxfam JFPM Support Project Uttara Kannada: An Evaluation of First Phase Work, Oxfam (India) Trust, New Delhi, February.
- Mohan, G. (1999) 'Not so Distant, Not so Strange: the Personal and the Political in Participatory Research', Ethics, Place and Environment, Vol. 2, No. 1, pp. 41-54.
- Mohanty, C. T., A. Russo and L. Torres (eds) (1991) Third World Women and the Politics of Feminism, Indiana University Press, Bloomington, ON.
- Morgan, G. (1990) Organisations in Society, Macmillan, London.
- Moser, C. and J. Holland (1998) 'Can Policy-focused Research be Participatory? Research on Violence and Poverty in Jamaica using PRA Methods', in J. Holland with J. Blackburn (eds) Whose Voice? Participatory Research and Policy Change, IT Publications, London, pp. 44-56.
- Moser, C. and P. Sollis (1991) 'Did the Project Fail? A Community Perspective on a Participatory Primary Health Care Project in Ecuador', *Development in Practice*, Vol. 1, No. 1, pp. 19–33.
- Mosse, D. (1994) 'Authority, Gender and Knowledge: Theoretical Reflections on the Practice of Participatory Rural Appraisal', *Development and Change*, Vol. 25, pp. 497–526.
- (1995) 'Social Analysis in Participatory Rural Development', in PLA Notes, No. 24, IIED, London.
- (1997) 'History, Ecology and Locality in Tank-Irrigated South India', Development and Change, Vol. 28, pp. 505-30.
- Mosse, D., T. Ekande, P. Sodhi, S. Jones, M. Mehta and U. Moitra (1995) 'Approaches to Participatory Planning: a Review of the KRIBP Experience', KRIBP Working Paper, No. 5, Centre for Development Studies, University of Wales, Swansea.
- Mosse, D. (with the KRIBP project team) (1996) 'Local Institutions and Farming Systems Development: Thoughts from a Project in Tribal Western India', ODI Agren Network Paper, No. 64.
- Mosse, D., S. Gupta, M. Mehta, V. Shah, J. Rees and the KRIBP Project Team (forth-coming) 'Brokered Livelihoods: Debt, Labour Migration and Development in Tribal Western India', in A. de Haan and B. Rogaly (eds), Migration and Sustainable Livelihoods.
- Mudimbe, V. (1988) The Invention of Africa: Gnosis, Philosophy, and the Order of Knowledge, Indiana University Press, Bloomington and James Currey, London.

- Murphy, W. P. (1990) 'Creating the Appearance of Consensus in Mende Political Discourse', American Anthropologist, Vol. 92, No. 1, pp. 24-41.
- Nelson, N. (1995) 'Recent Evolutionary Theorising about Economic Change', Journal of Economic Literature, No. XXXIII, pp. 48–90, March.
- Nelson, N. and S. Wright (eds) (1995) Power and Participatory Development: Theory and Practice. IT Publications, London.
- Norton, A. (1998) 'Analysing Participatory Research for Policy Change', in J. Holland with J. Blackburn (eds), Whose Voice? Participatory Research and Policy Change, IT Publications, London, pp. 179-91.
- Norton, A. and T. Stevens (1995) Participatory Poverty Assessments, Environment Department Participation Series, Social Policy and Resettlement Division, World Bank, Washington, DC.
- Nyamugasira, W. (1998) 'NGOs and Advocacy: How Well are the Poor Represented?', Development in Practice, Vol. 8, No. 3, pp. 297–308.
- Oakley, P. et al. (1991) Projects with People: The Practice of Participation in Rural Development, II.O, Geneva.
- Obeyesekere, G. (1992) "British Cannibals": Contemplation of an Event in the Death and Resurrection of James Cook, Explorer', *Critical Inquiry*, Vol. 18, Summer, pp. 630-54.
- ODA (1992) Kribhco Indo-British Rainfed Farming Project Project Document, August, ODA, London.
- Oliver, N. and B. Wilkinson (1988) The Japanization of British Industry, Blackwell, Oxford.
- Ostrom, E. (1990) Governing the Commons: The Evolution of Institutions for Collective Action, Cambridge University Press, New York.
- Parry, B. (1987) 'Problems in Current Theories of Colonial Discourse', Oxford Literary Review, Vol. 9, Winter, pp. 27-58.
- Peet, R. and M. Watts (1996) 'Liberation Ecology: Development, Sustainability, and Environment in an Age of Market Triumphalism', in R. Peet and M. Watts (eds), Liberation Ecologies: Environment, Development and Social Movements, Routledge, London, pp. 1-45.
- Penn, N. (1993) 'Mapping the Cape: John Barrow and the First British Occupation of the Colony, 1795–1803', Pretexts, Vol. 4, No. 2, pp. 20–43.
- Peters, P. (1987) 'Embedded Systems and Rooted Models', in B. McCay and J. A. Acheson, *The Question of the Commons*, University of Arizona Press, Tucson.
- (1996) 'Who's Local Here? The Politics of Participation in Development', Cultural Survival Quarterly, Vol. 20, Issue No. 3, Fall.
- Peters, T. (1992) Liberation Management: Necessary Disorganization for the Nano-Second Nineties, Macmillan, London.
- Pickard, J. (1993) 'The Real Meaning of Empowerment', People Management, November.
- Plunkett, L. C. and R. Fournier (1991) Participative Management: Implementing Empowerment, John Wiley, New York.
- Poole, M. (1986) Towards a New Industrial Democracy: Workers' Participation in Industry, Routledge and Kegan Paul, London.
- Porter, D. (1994) [originally 1983] 'Orientalism and Its Problems', in P. Williams and L. Chrisman (eds), Colonial Discourse and Post-Colonial Theory, Harvester Wheatsheaf, New York, pp. 150-61.

- Pottier, J. (ed.) (1992) Practising Development: Social Science Perspectives, Routledge, London and New York.
- Pottier, J. and P. Orone (1995) 'Consensus or Cover-up? The Limitations of Group Meetings', in IIED (ed.), Critical Reflections from Practice, PLA Notes, No. 24, IIED, London, pp. 38-42.
- Power, M. (1998) 'The Dissemination of Development', Environment and Planning D: Society and Space, Vol. 16, pp. 577-98.
- Pradesh Forestry Project (n.d.) ODA Overview of Participatory Forest Management, ODA, London.
- Pretty, J. (1994) 'Alternative Systems of Enquiry for Sustainable Agriculture', IDS Bulletin, Vol. 25, No. 2, pp. 37-48.
- Pretty, J. N., I. Guijt, J. Thompson and I. Scoones (1995) Participatory Learning and Action: A Trainer's Guide, IIED Participatory Methodology Series, IIED, London.
- Putnam, R. D. (1993) Making Democracy Work: Civic Traditions in Modern Italy, Princeton University Press, Princeton, NJ.
- Quarles van Ufford, P. (1993) 'Knowledge and Ignorance in the Practice of Development Policy', in Hobart, M. (ed.) An Anthropological Critique of Development: the Growth of Ignorance, Routledge, London.
- Rabinow, P. (1984) The Foucault Reader, Pantheon, New York.
- Rahman, M. A. (1991) 'The Theoretical Standpoint of PAR', in O. Fals-Borda and M. A. Rahman (eds), Action and Knowledge, IT Publications, London.
- Rahnema, M. (1990) 'Participatory Action Research: The "Last Temptation of Saint" Development', Alternatives, No. XV, pp. 199-226.
- (1992) 'Participation', in W. Sachs (ed.), The Development Dictionary: A Guide to Knowledge as Power, Zed Books, London, pp. 116-31.
- Ramsey, H. (1983) 'Evolution or Cycle? Worker Participation in the 1970s and 80s', in C. Crouch and F. Heller (eds), Organisational Democracy and Political Processes, Wiley, London, pp. 122-47.
- Rew, A. (1985) 'The Organizational Connection: Multi-disciplinary Practice and Anthropological Theory', in R. Grillo and A. Rew (eds), Social Anthropology and Development Policy, ASA monograph No. 23, Tavistock, London, pp. 185-97.
- Richards, P. (1993) 'Cultivation: Knowledge or Performance', in M. Hobart (ed.), An Anthropological Critique of Development: The Growth of Ignorance, Routledge, London and New York.
- (1995) 'Participatory Rural Appraisal: A Quick and Dirty Critique', in IIED (ed.), PLA Notes, No. 24, pp. 13–16.
- Robbins, S. P. (1998) Organisational Behaviour: Concepts, Controversies, Applications, Prentice Hall, Englewood Cliffs, NJ.
- Robinson-Pant, A. (1995) 'PRA: A New Literacy?', in IIED (ed.) PLA Notes, No. 24, pp. 78-82.
- Roethlisberger, F. J. and W. J. Dickson (1939) Management and the Worker, Harvard University Press, Cambridge, MA.
- Said, E. (1979) Orientalism, Vintage Books, New York.
- Salmen, L. F. (1987) Listen to the People, Oxford University Press, London.
- (1995) 'Beneficiary Assessment: An Approach Described', World Bank Environmental Department Papers, Social Assessment Series, No. 23, Washington, DC.

- (1998) 'Towards a Listening Bank: A Review of Best Practices and the Efficacy of Beneficiary Assessment', World Bank Social Development Paper, No. 23, Environmentally and Socially Sustainable Development Network, Washington, DC, September.
- Sartre, J.-P. (1972) Being and Nothingness: A Phenomenological Essay on Ontology, Pocket Books. New York.
- Saxena, N. C., J. Sarin, R. V. Singh and T. Shah (1997) 'Western Ghats Forestry Project: Independent Study of Implementation Experience in Kanara Circle', May, ODA, London.
- Sayer, A. and M. Storper (1997) 'Ethics Unbound: for a Normative Turn in Social Theory', Environment and Planning D: Society and Space, Vol. 15, pp. 1-17.
- Schein, E. H. (1961) Coercive Persuasion, Norton, New York.
- (1980) Organisational Psychology, Prentice Hall, Englewood Cliffs, NJ.
- (1987) The Clinical Perspective in Fieldwork, Sage, Newbury Park, CA.
- (1987a) Process Consultation. Volume 1: Its Role in Organization Development, Addison Wesley, Reading, MA.
- (1987b) Process Consultation. Volume 2: Lessons for Managers and Consultants, Addison Wesley, Reading, MA.
- (1990) Organisational Culture and Leadership, Jossey Bass, San Francisco.
- Schrijvers, J. (1995) 'Participation and Power: a Transformative Feminist Research Perspective', in N. Nelson and S. Wright (eds), Power and Participatory Development: Theory and Practice, IT Publications, London, pp. 19-29.
- Scott, J. (1990) Domination and the Arts of Resistance: Hidden Transcripts, Yale University Press, New Haven, CT.
- Scott, J. C. (1985) Weapons of the Weak: Everyday Forms of Peasant Resistance, Yale University Press, London.
- (1998) Address to the Seventh Annual Conference of the International Association for the Study of Common Property, Vancouver, 10–14 June.
- Shaw, M. E. (1971) Group Dynamics, McGraw Hill, New York.
- Sheehan, N. (1989) A Bright Shining Lie, Jonathan Cape, London.
- Shohat, E. and R. Stam (1994) Unthinking Eurocentrism: Multiculturalism and the Media, Routledge, London.
- Sibley, D. (1995) Geographies of Exclusion, Routledge, London.
- Sjoblom, D. K. (1999) 'Land Matters: Social Relations and Livelihoods in a Bhil Community in Rajasthan, India', PhD Thesis, School of Development Studies, University of East Anglia.
- Smith, L. (1999) Decolonising Methodologies: Research and Indigenous Peoples, Zed Books, London.
- Spivak, G. (1987) In Other Worlds: Essays in Cultural Politics, Methuen, New York and London.
- (1988) 'Can the Subaltern Speak?', in C. Nelson and L. Grossberg (eds), Marxism and the Interpretation of Culture, University of Illinois Press, Urbana, pp. 271-313.
- (1990) The Post-colonial Critic: Interviews, Strategies, Dialogues, Routledge, New York.
- Starkloff, R. (1997) 'Participatory Discourse and Practice in a Water Resource Crisis in Sri Lanka', in S. Bastian and N. Bastian (eds), Assessing Participation.

- St Clair, C. (1995) 'Canadian Aid in the Philippines', in CIIR, Women and Aid in the Philippines: Management or Empowerment, CIIR, London.
- Stewart, S. et al. (1995) Participatory Rural Appraisal: Abstracts of Sources. An Annotated Bibliography, Development Bibliography 11, Institute of Development Studies, University of Sussex.
- Stiefel, M. and M. Wolfe (1994) A Voice for the Excluded: Popular Participation in Development, Zed Books, London.
- Stirrat, R. (1997) 'The New Orthodoxy and Old Truths: Participation, Empowerment and other Buzzwords', in S. Bastian and N. Bastian (eds), Assessing Participation.
- Stoner, J. A. F. A. (1968) 'Risky and Cautious Shifts in Group Decisions: the Influence of Widely Held Values', Journal of Experimental Social Psychology, Vol. 4, pp. 442-59.
- Storey, J. (1987) 'Developments in the Management of Human Resources: An Interim Report', Warwick Papers in Industrial Relations, IRRU, University of Warwick, November.
- (1995) 'Human Resource Management: Still Marching On, or Marching Out?' in J. Storey (ed), Human Resource Management: A Critical Text, Routledge, London, pp. 3-32.
- Theis, J. and H. Grady (1991) Participatory Rapid Appraisal for Community Development: a Training Manual Based on Experiences in the Middle East and North Africa, IIED and Save the Children, London.
- Thompson, J. (1995) 'Participatory Approaches in Government Bureaucracies: Facilitating the Process of Institutional Change', World Development, Vol. 23, No. 9, pp. 1521-54.
- Thompson, R. (1966) Defeating Communist Insurgency: Experiences from Malaysia and Vietnam, Chatto and Windus, London.
- Thrift, N. (1997) 'The Still Point: Resistance, Expressive Embodiment and Dance', in S. Pile and M. Keith (eds), *Geographies of Resistance*, Routledge, London.
- (1998) 'The Rise of Soft Capitalism', in A. Herod, G. O. Tuathail and S. Roberts (eds), Unruly World: Globalization, Governance and Geography, Routledge, London, pp. 25-71.
- Tichy, N. (1983) Managing Strategic Change: Technical, Political, and Cultural Dynamics, Wiley-Interscience, New York.
- Tiffin, C. and A. Lawson (eds) (1994) De-scribing Empire: Post-colonialism and Textuality, Routledge, London.
- Townley, B. (1989) 'Selection and Appraisal: Reconstituting Social Relations', in J. Storey (ed.), New Perspectives on Human Resource Management, Routledge, London, pp. 92– 108.
- (1994) Reframing Human Resource Management: Power, Ethics and the Subject at Work, Sage, London.
- Trompenaars, F. (1993) Riding the Waves of Culture, Brearley, London.
- Turner, V. (1974) Dramas, Fields and Metaphors: Symbolic Action in Human Society, Cornell University Press, Ithaca, NY.
- Uphoff, N. (1992a) Local Institutions and Participation for Sustainable Development, Gate-keeper Series No. 3, IIED, London.
- (1992b) 'Monitoring and Evaluating Popular Participation in World Bank Assisted Projects', in B. Bhatnagar and A. Williams (eds), Participatory Development and the World Bank, Discussion Papers Series No. 183, Washington, DC.

- Uphoff, N., M. Esman and A. Krishna (1998) Reasons for Success: Learning from Instructive Experiences in Rural Development, Kumarian Press, West Hartford, CT.
- Valentin, C. (1999) 'Developing Critical Managers for Public and Voluntary Organisations', paper presented at University of Manchester conference 'People and Performance', June.
- Village AiD (1996) 'Beyond PRA: A New Approach to Village-led Development', unpublished Business Plan, Village AiD.
- (1997) Application Summary: Growing from Within, Programme Documents, Village AiD.
- (1998) Application Summary: Empowering Dagomba Women Through Social and Cultural Change, Programme Documents, Village AiD.
- Watson, T. J. (1994) In Search of Management: Chaos and Control in Managerial Work, Routledge, London.
- Watts, M. (1995) "A New Deal in Emotions": Theory and Practice and the Crisis of Development, in J. Crush (ed.), Power of Development, pp. 44-62.
- WERS (1998) Workplace Employee Relations Survey, DfEE/ESRC/PSI/ACAS Survey, Dartmouth Publishing, Aldershot.
- Weston, W. (1999) 'The Brand's the Thing', People Management, 28 October.
- Whaites, A. (1998) 'NGOs, Civil Society and the State: Avoiding Theoretical Extremes in Real World Issues', Development in Practice, Vol. 8, No. 3, pp. 343-53.
- White, S. C. (1996) 'Depoliticising Development: the Uses and Abuses of Participation', Development in Practice, Vol. 6, No. 1, pp. 6–15.
- Williams, R. (1976) Keywords: A Vocabulary of Culture and Society, Fontana, London.
- Willis, P. (1977) Learning to Labour: How Working Class Kids Get Working Class Jobs, Saxon House, Farnborough.
- Wood, G. (1999) 'Concepts and Themes: Landscaping Social Development', DFID, London.
- Wood, G. D. (1981) 'The Social and Scientific Context of Rapid Rural Appraisal', IDS Bulletin, Vol. 12, No. 4, pp. 3–7.
- (1998) 'Consultant Behaviour: Projects as Communities: Consultants' Knowledge and Power', Project Appraisal, Vol. 16, No. 1, pp. 54-64.
- Woodhouse, P. (1998) 'Thinking with People and Organizations: People as Informants', in A. Thomas, J. Chataway and M. Wuyts (eds), Finding Out Fast: Investigative Skills for Policy and Development, Open University Press, Milton Keynes.
- World Bank (1994) Internal Implementation Review, World Bank, Washington, DC.
- (1995a) Social Assessment, Environment Department Dissemination Note 36, Washington, DC.
- (1995b) Social Assessment Structured Learning: Preliminary Findings, Environment Department Dissemination Note 37, September 1995, Washington, DC.
- (1996) The World Bank Participation Sourcebook, ESD (Environmentally Sustainable Development), World Bank, Washington, DC.
- (1997) World Development Report, World Bank, Washington, DC.
- (1998) Social Development Update: Making Development More Inclusive and Effective, Social Development Paper, 27, Social Development Department, World Bank, Washington, DC.

- (1999) QAG Review Report: Social Development, Quality Assessment Group, World Bank, Washington, DC.
- Wright, S. and N. Nelson (1995) 'Participatory Research and Participant Observation: Two Incompatible Approaches', in N. Nelson and S. Wright (eds), *Power and Participatory Development*, pp. 43-59.
- Yang, D. L. (1998) Calamity and Reform in China: State, Rural Society and Institutional Change Since the Great Leap Famine, Stanford University Press, Stanford, CA.
- Young, C. (1988) 'The African Colonial State and its Political Legacy', in D. Rothchild and N. Chazan (eds), *The Precarious Balance: State and Society in Africa*, Westview Press, Boulder, CO, pp. 25-66.
- Young, R. (1990) White Mythologies: Writing History and the West, Routledge, London.
- Ziller, R. C. (1957) 'Four Techniques of Group Decision Making under Certainty', Journal of Applied Psychology, Vol. 41, pp. 384-8.
- Zwarteveen, M. and N. Neupane (1996) Free Riders or Victims: Women's Non-participation in Irrigation Management in Nepal's Chhattis Mauja Irrigation Scheme, Research Report No. 7, International Irrigation Management Institute, Colombo.