



Final Report Template

Australian Development Research Awards Scheme

2012 Funding Round

Purpose: The aim of this template is to provide the Australian Government and research teams with a systematic way to collect data on the outcomes of individual ADRAS research projects. Reporting includes a mix of metrics, case studies and narrative and can be tailored to suit individual projects.

The final report, as opposed to the progress reports, should emphasise the project's achievements as outcomes and/or policy impacts and contain at least one case study of where policy/practice/thinking has been influenced. Tables should include an update on data provided in progress reports.

Agreement Number	66456
Project Title Please restate the working title as specified on the Australian Aid website at: http://aid.dfat.gov.au/research/Pages/adras-awards-2012.aspx	The other side of formal employment: women who have returned to their villages after export processing zone employment in Sri Lanka
Administering Organisation	Edith Cowan University
Principal Investigator	Associate Professor Peter Hancock
Project Manager	Dr Kwadwo Adusei-Asante
Total Australian Aid funding received during reporting year (AUD\$)	(AUD) \$77,335

1. What are the aims and objectives of the research? *Limit 150 words.*

- This may include both practical and higher order objectives. For example:
 - To contribute new knowledge and understanding to a particular development issue
 - To improve, contribute to or influence policy/program change in a particular area
 - To increase capacity of researchers, including those in developing countries, and other professionals to undertake research and use research findings.
 - To communicate research findings to particular audiences etc.
 - This can be replicated from your previous progress report
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- **To contribute new knowledge and understanding to a particular development issue**
 - In Sri Lanka, a critical discussion issue relates to the way in which women are treated when they return to their villages after formal employment, but it has not been a focus of rigorous research.
 - Thus, this project aims to answer a key research question and related questions, thereby contributing to knowledge around these areas of concern:

Primary Question:

To what extent have women working in formal employment in Sri Lanka's manufacturing industry been able to convert economic capital into social capital (sustainability) when they leave employment and return home?

Secondary Questions:

- 1) How have women experienced empowerment and (dis-empowerment) vis-a-vis social and cultural-political forces when they return to their communities?
 - 2) What research implications are important to aid agencies *vis-a-vis* development and delivery of policies and programs aimed at women's employment, microfinance and empowerment per se?
 - 3) In what ways could *Australian Aid* reconceptualise women's economic empowerment as a result?
- These questions are extremely valid as they go to the heart of women's economic empowerment in developing nations and form the basis of this research.
 - In the process of answering these research questions, the project will contribute new knowledge and fill a large gap in the literature and knowledge base surrounding gender and development in Sri Lanka and other developing nations.
- **To improve, contribute to or influence policy/program change in a particular area**
 - In 2010 Australia conducted an independent review of its aid program (*Independent Review of Aid Effectiveness, 2011 & An Effective Aid Program for Australia Making a real difference—Delivering real results 2011*). Oxfam's submission paper to the Review Panel stressed the significance of gender equality:
Gender inequality is arguably the most acute and persistent example of inequality and remains the most fundamental obstacle to the eradication of poverty. Over the past 20 years, no single indicator has had a greater impact on overall development than gender equality. Put simply, gender equality helps to reduce poverty and promote economic growth".
 - The review of *Australian Aid* argued that gender equality should be a cross-cutting issue that is relevant and important developmentally across all sectors and should be considered in the design and implementation of all policy activities.
 - *Australian Aid* accepted this major recommendation. However, to make gender equality a cross-cutting issue is not a simple process. To show cross-cutting sustainability, we need to go beyond a focus on formal employment and study what happens after employment. Therefore, this research would be one small but significant way to further inform and develop this new policy. Consequently, this research:
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- 1) Will help to achieve this through its focus on a group of women, who – up until this project – have been virtually 'invisible' in research and the development process.
 - 2) Would highlight how women experience empowerment after formal employment.
 - 3) Is important to development agencies and development studies *per se* because the current research and policy model is that economic empowerment of women is a positive endeavour, especially in formal employment.
- **To increase capacity of researchers, including those in developing countries, and other professionals to undertake research and use research findings.**
 - This research will build the capacity of CENWOR (*The Centre for Women's Research – Sri Lanka*), and individual researchers from Australia and Sri Lanka vis-à-vis their ability to conduct social research and implement change as a result of rational inquiry.
 - This research will embed a social research culture within the organisations/agencies involved and also to the individuals involved in the project.
 - Moreover, by creating an innovative, in-depth and holistic understanding of women's economic empowerment, the research will allow agencies in Sri Lanka to plan for the future. The research will also build the capacity of NGOs and women's organisations in Sri Lanka as they are linked to it through CENWOR and the dissemination strategy.
 - CENWOR will benefit through the involvement of early career researchers in the project. CENWOR has developed into a peak NGO over the last decade in Sri Lanka and by involving early career researchers, the research will boost its status; as well as enhance the capacity of the Director and CENWOR as an agency, to further advocate on behalf of women in the nation.
 - Further, because the research is policy-focused, CENWOR will further benefit by gaining insights into international policy development and gender-based program development. The female research assistants involved will benefit from exposure to research aimed at improving the situation of women; and as university graduates, they would gain vital experience with regard to how internationally-funded research is conducted.
 - Overall, the entire project will improve the capacity of CENWOR and the *Ministry of Agriculture* (MOA) (and other Sri Lankan researchers/research groups) in terms of identifying and implementing social research methods of best practice, as well as in how to best implement change as a result of research. The dissemination strategies will also help to build capacity in Sri Lanka. For example, the District/Community Forums will provide a picture of women as assets to the economy and their communities, which will enable sustainable economic empowerment.
 - **To communicate research findings to particular audiences etc.**
 - The research is designed to:
 - 1) Inform and change the way large donor agencies such as *Australian Aid*, *UNWOMEN*, *The Asia Development Bank* (ADB) and *The World Bank*, conceptualise gender and empowerment – making it more 'realistic' and 'grounded'. These agencies will be targeted for specific in-country officers who work on gender desks or in gender roles and will be approached early in the project to inform them of the project activities. They will also be kept up-to-date with the findings of the project and invited to the end of project workshop and provided copies of final reports and other documents. Associate Professor Peter Hancock has already met with the Head of the ADB mission in Colombo and their Gender Officer and informed them of the objectives of the project. He has also met with the Management of *The Centre for Poverty Analysis* (CEPA) in Colombo to the same end. Early communication messages, if valid, will be passed onto these agencies in face-to-face meetings in Colombo and *via* written reports.
 - 2) Change the perception of women in the community in Sri Lanka. Specifically in terms of their becoming economically empowered and thus able to function as autonomous economic agents and develop social capital, without being exposed to subjugation and subordination. There is a need to address local societal attitudes that perceive empowered women as a 'threat'.
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Moreover, women and communities that participate in the research will receive feedback *via* community forums that will be held in key locations – and *vis-à-vis* the use of non-threatening mediums – to provide feedback that is relevant to the project; translated into Sinhala and Tamil if appropriate (thereby allowing universal access and understanding); and be also vetted for any material that may cause harm to the subjects of the research. Female leaders will present such materials/forums from the research team. If any early communication messages are valid, they will be passed onto subjects in the focus groups and in depth interviews. It is anticipated that data will be analysed and early data could be validly passed on in this way to the subjects.

- 3) Influence the academic debate regarding gender and empowerment to ground it in the lived experiences of women in developing countries and reduce use of econometric measurements that have little bearing ‘on the ground’. Intended ways of further influencing such debates will be through attending conferences, seminars and academic publishing – as outlined below in *Outputs and Deliverables*.

2. Please outline what has been achieved in relation to the research objectives and throughout the project? *Limit 500 words.*

- See below sections 3, 4 & 5 for reporting on engagement with stakeholders, communications and capacity building activities
- Please include (a) **case study/ies** as appropriate to illustrate in more detail specific successes/innovations/challenges in meeting the research objectives and achieving policy influence. Case studies might relate to a particular outcome area (stakeholder engagement, knowledge outputs, communication, capacity building etc.) or to the project as a whole.

Case studies can be used to illustrate changes in attitudes, behaviours, policies or practices as a result of research activity/ies. The case studies should:

- focus on activities that most directly contribute to the achievement of research objectives
 - provide explanation of a causal link between activities and the relevant outcome
 - provide an estimation of the level of attribution that can be claimed for the activity in the achievement of the outcome (to what extent did the research activity contribute to the outcome? Were there other contributing factors?)
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Original + Revised Work Plan [June 2015 – December 2016]

- **YEAR TWO DATA COLLECTION**

- JUNE 2015:

- 1) Data collection is finalised and terminated according to methodology timeline (PH,SS, SJ, IE, RAs);
- 2) Final year two audit (PH, SJ); and
- 3) Staffing issues in Sri Lanka checked and resolved (PH, SJ).

[Completed]

- **YEAR THREE, DISSEMINATION AND DISTRICT/COMMUNITY FORUMS**

- AUGUST-NOVEMBER 2015:

- 1) First Draft of Final Report written (PH, JJ SJ, DA, TP, IE); and
- 2) Planning for Community Forums finalised and staff chosen as facilitators (PH, SJ, TP, IE).

[Completed + Ongoing¹]

- JANUARY - FEBRUARY 2016:

- 1) Community Forums launched and completed at 10 District sites as well as two in-country seminars to NGOs, UNDP, UNWOMEN, AUSAID and Government Agencies (PH, SJ, TP, IE, RAs);
- 2) Final third year audit completed (PH, SJ); and
- 3) Final Report completed (PH, JJ, SJ).

[Completed + Ongoing]

¹ 1 The Policy Brief and Research Brief are now both due – and have been submitted – for December 2016; consequently all concurrent/subsequent tasks relating to (public) consultation and planned communication of findings are on-going.

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- MARCH 2016:
Draft of brief Final Report for AusAID completed (PH, JJ, SJ, DA).
[Completed]
 - APRIL 2016:
 - 1) Final Report and seminar/workshop presented to AusAID (PH, JJ);
 - 2) Discussion Paper and Policy Brief completed and printed (PH, JJ, IE, TP, DA, SJ);
 - 3) Hard copy dissemination initiated and completed (PH, JJ); and
 - 4) Publications and conference strategies implemented (PH, SS, SJ, LR, IE).
[On-Track – have been granted extension]
 - MAY-OCTOBER 2016:
First cohort of papers for publication drafted and revised. Journals confirmed and papers submitted for peer review (PH, IE, JJ, DA, TP).
[Completed + Ongoing]
Over the past three and a half years, several journals have been developed and submitted for review – with a number still being drafted for targeted journals. Journals have been based on both Dr. Hanock's previous research with *Australian Aid* and his current project, with the former study having informed the latter conceptually; whilst new insights/literature from the second project have served to re-frame findings from the first research grant and in some-cases, we have drawn parallels between them in 'bridging' papers.
 - A. The following papers have been accepted by publishers:
 - 1) **The use of language to disempower: A longitudinal study of women in Sri Lanka**
(Accepted by the *Journal of Developing Societies* – released)
 - 2) **Influences of education on gender and status: a study of Sri Lankan export processing zone workers**
(Accepted by the *International Journal of Gender Studies in Developing Societies* - released)
 - 3) **Female workers in textile and garment sectors in Sri Lankan Export Processing Zones (EPZs): gender dimensions and working conditions**
(Accepted by the *Sri Lankan Journal of Social Science* – released)
 - 4) **Global Measures of gender empowerment: A case study of Sri Lankan Export Processing Zone (EPZ) Workers**
(Accepted by the *Journal of Globalization Studies* – released)
 - 5) **Women's economic empowerment and formal income: Sri Lankan Export Processing Zones (EPZs) and their impact on gender perceptions of empowerment**
(Accepted by the *Norwegian Journal of Geography* – released)
 - B. The following papers have are currently under review with publishers or being revised for re-submission:
 - 6) **'Life beyond formal employment: outcomes of female labor force participation in Sri Lankan manufacturing industries'**
(under review)
 - 7) **Educational differences in prior-employment and post-employment experiences of female, former factory workers in Sri Lanka**
(under review)
 - 8) **Life after formal employment: a comparative study of female 'garments and textiles' and 'all other' factory' workers in Sri Lanka**
(under review)
 - 9) **Dichotomous experiences of manufacturing employment: statistical differences between female rural and urban export processing zone workers in Sri Lanka**
(under revision)
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10) Home ownership and socio-political engagement of women who worked in Sri Lanka's formal manufacturing industry

(under review)

C. The following topics are currently being analysed and (or) drafted as papers for targeted publishers or as follow-up reports:

11) The impact length of time employed in Sri Lanka's formal manufacturing industry has on the socioeconomic and political engagement of women upon their return home

(being drafted)

12) The financial context of rural and urban Sri Lankan women, both during and after formal employment: Micro-finance, formal saving behaviours and the use of earnings

(analysis on-going + being drafted)

13) Interrelationships between gender, age and work: a cross-section of female, former factory workers in Sri Lanka

(analysis on-going + being drafted)

14) Capturing the experiences, outcomes and achievements of women after leaving Sri Lanka's formal manufacturing sector: a qualitative review

(analysis on-going + being drafted)

- SEPTEMBER 2016:

Communication and Engagement Report presented to AusAID (PH, JJ, SJ).

[On- Track – have been granted extension]

- OCTOBER - DECEMBER 2016:

1) Seminar/workshop delivered to AusAID staff and stakeholders, policy-makers in Canberra (PH, JM, JJ); and

2) One refereed conference paper at The Australian Sociological Association Conference (Labour/Gender Studies) (PH, DA, JJ).

[On-Track – have been granted extension]

3. How have key stakeholders been engaged in the research?

Please use the following table to record this information:

- This section requires information about the external people/groups you have engaged, how you have engaged with them and what this engagement has resulted in.
- Report new and significant engagement only i.e. where there was a substantive contribution to work, not just advice / participation in consultations
- Where appropriate, include case studies to illustrate in more detail specific successes/innovations/challenges in meeting one or more of the research objectives (see Q2. for more detail on the focus of these case studies).

Table 1: Engagement of external individual / groups / networks

External Individuals / Groups / Networks per Theme			
External Individual / Group / Network engaged ²	Duration of engagement ³	What / how did engaged group contribute? ⁴	Changes to relationships/networks ⁵
1) Asian Development Bank (ADB)	On-going	Formal Meetings	ADB becomes a stakeholder in the research
2) Centre For Poverty Alleviation (CFPA)	On-going	Formal Meetings	CEPA becomes a stakeholder in the research
3) International Women's Day, Australian High Commission in Colombo – Department of Foreign Affairs and Trade (DFAT) – Sri Lanka 4) Ministry of Women's Empowerment – Sri Lanka 5) International	2015/16	In 2015 our research was presented to a very important event in Sri Lanka, attended by the ILO, DFAT, and the Minister for Women's Empowerment, along with 45 Senior VIPs. Findings were presented alongside two other researchers from around the world. The study was chosen due to the importance of Export Processing Zones (EPZs) and female labour in Sri Lanka. The research will be used to inform government policy on	Informs Policy Changes In Sri Lanka and promotes gender equality research globally.

² *Engaged:* State the name of the organisation / institution / group / network and any relevant individual or key contact personnel involved

³ *Duration of engagement:* State whether the engagement is 'new' i. e. commenced during the ADRAS project or 'existing' and include the years of engagement e.g. 2009, 2010, 2011

⁴ *Contribution of engaged group:* Classify the contribution according to which stage in your research project the engagement has occurred. For example: Design; Implementation/fieldwork; report writing; review. Consideration of findings/recommendations; Communication / dissemination

⁵ *Change:* Outcomes in terms of changes in engagement – relationships / structures, networks including creation of new networks; formalizing relationships e.g. through MoU's;

Labour Organisation (ILO) – Sri Lanka 6) Ministry for Foreign Employment – Sri Lanka		new EPZs in Sri Lanka. The impact of this event, the information disseminated and networks created are on-going.	
7) Presentation of a paper at <i>A Just World Conference</i>	2015	Dr. Hancock was invited to present findings relating to female labour in Sri Lanka, at the <i>World Social Science Forum</i> in Durban, South Africa.	Promotes gender equality research globally.
8) Edith Cowan University (ECU) <i>Cohesion Magazine</i>	2015 (on-off event)	Dr. Hancock was approached/interviewed by ECU media representatives regarding his prior/current <i>Australian Aid</i> projects; his presentation at the <i>Women's Day, Australian High Commission in Colombo</i> ; and the release of a paper in a high impact publication – the <i>Norwegian Journal of Geography</i> .	The promotion of this research to readers, both internal and external to ECU - thereby ensuring greater academic/social impact is achieved and facilitating new networks/stakeholder interest.
9) SBS Sinhalese News	Early 2016 (one-off event)	Associate Professor Hancock was approached/interviewed by <i>SBS News</i> representatives regarding his research in Sri Lanka.	The promotion of this research to viewers/listeners, both internal and external to Australia - thereby ensuring greater academic/social impact is achieved and facilitating new networks/stakeholder interest. (i.e. Sri-Lankans living in Australia may inform family members/potential key stakeholders in Sri Lanka to engage in the research).
10) DFAT – with additional co-organisers yet TBD	TBA (2017 <i>International Women's Day</i> Event + Publication)\	Associate Professor's representatives (Dr Kwadwo Adusei-Asante and Dr Jonathan Georgiou) were approached about an upcoming event. They were invited to join other researchers receiving Australian Aid funds for	The development of a 'brief' case study for publication and public dissemination, as well as a presentation of research findings as part of <i>International Women's Day</i> in 2017 would ensure greater academic/social

		gender-related research and present findings as part of an <i>International Women's Day</i> Event.	impact is achieved. With attendance to the event facilitating new networks/stakeholder interest.
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- **Engagement Case Study**

- We have surveyed just over 2000 women, with several additional in-depth interviews and focus groups also having been undertaken with former factory workers/their families and key community/cultural figures. We are also conducting on-going communications with (up to) 200 stakeholders and other key agencies (such as the *United Nations Development Programme* [UNDP] and UNWOMEN).
- Despite facing some very strong resistance from several community leaders, we have been more than successful in engaging young, Sri Lankan women in order to 'give them a voice'. Furthermore, by collecting 'their stories', we have begun disseminating findings and promoting 'success stories' that will further inspire other women to engage socio-economically and thereby facilitate universal empowerment. Such engagement is being achieved *vis-à-vis* (non) academic publications, (future) community forums and through 'word of mouth'.
- The women surveyed/interviewed remain very interested in the research and our message/intentions have spread throughout the districts. Although some stakeholders and women remain sceptical of the aims and capacity of external researchers to enact change, most respondents are glad that someone is finally hearing (and telling) their side of the story – with many cognisant of the important role they play in ensuring a sustainable Sri Lanka; confident in their personal (collective) role in eliciting positive cultural shifts.
- Findings strongly indicate that women are acting as autonomous agents of change, effecting financially independent households and building the capacity of their homes/villages *via* civic and political leadership. Through their time in formal employment, they have gained the acceptance/respect of family and community members; with most also continuing to work or becoming self-employed and thus retaining their independence/decision-making power.
- Many appear acutely aware that their time in formal manufacturing (and that the retention of paid work) has improved their life/technical skills and status, particularly when compared to non-working women. They have informed us that they try to encourage other women to engage in formal employment, with many (younger female) family/community members also approaching them for advice. Many claim to be the breadwinners or decision-makers – with countless other respondents' reporting that they are now equal to their male spouse and (or) have joint control.
- There appeared to be a strong relationship between educational attainment and their experiences during (post) formal employment. In some cases this was negative, where those with higher qualifications felt less accepted by their families and were more likely to report a lower social status; whilst, a positive link existed between higher education levels and prior occupational type; access to pension funds gratuities); and decision-making power in the community upon returning home.
- They have developed time/fiscal management abilities, but also been able to transfer their technical skills (such as machine operating) to their own businesses or teaching others. Of great significance is the confidence they have acquired, leading them to become more entrepreneurial or procure land/homes/businesses without necessarily relying on others – whereas traditionally, Sri Lankan women may have been dependent on males or older siblings in work and life contexts.
- Although women have gained greater understanding of social, political and economic/banking issues – having been exposed to life in urban environments or external/foreign cultures – what we are finding is that women also vehemently espouse the

pride they take in caring for their families. Our female respondents use their economic wealth to improve their/family's social capital – ensuring wellbeing through investments in health and education. By achieving a work-life balance, this potentially negates arguments against female engagement in Sri Lanka (and many developing nations) – which have long suggested that female employment leads to familial/cultural collapse.

- Of note is the influence Sri Lankan Research Assistants (RAs) have had on our interpretation – or at least ‘understanding’ – of some findings. They offered opinions about what they had observed in the field, which were largely informative (i.e. explaining why a certain response was given); however, their comments were sometimes ‘at odds’ with responses given by respondents (e.g. situations where women felt they were ‘well off’, but in fact lived in poverty). Although such insights did not ‘discredit’ or lead us to ‘discount’ any responses, it did act as a counterbalance to the sometimes ‘overly positive image’ conveyed in the data. The RAs were able to contextualise individual cases and highlight the objective-subjective dichotomy that exists – indicating that the perceptions held by women were relative.

4. What knowledge outputs or research communications have resulted from the project? How have these been used to achieve the research objectives?

Please provide the Australian Government with copies of these outputs with this progress report.

Please use the following table to record this information:

- This section requires information about both research outputs produced, the target audiences identified and methods of communication engaged to impart information about your research project.
- Document original contributions to knowledge – this should be a new insight / understanding / tool. Not all outputs will be new knowledge. Outputs must be based entirely on your ADRAS project, and not complementary outputs.
- List the full title of the output in the table.
- Any one knowledge output should only be recorded in one category

Table 2: Knowledge Outputs

Type of output	Title/description of output	Published Y/N?	Source	
Literature review / scoping study	The scope of the study has been finalised and the literature review quota has been reached, inserted as part of the FINAL POLICY BRIEF (x1) and FINAL RESEARCH REPORT (x1); with some data already used for manuscripts published (x5) – however, new literature is emerging all the time and will be used in revising current manuscripts under review (x5) and developing future publications (x4) (As listed above – see Section 2).	(Partial)	1000s of sources, academic journals and reports – collectively obtained by the Principal Investigator (PI) and Research Team have been reviewed; with seminal texts selected for inclusion in publications.	17 (+/-) ⁶
Tool / guide / testing of tool	Several in-depth interviews (IDIs), Focus Groups (FGs) and over 2000 surveys transcribed/ uploaded to data management programmes. The quantitative and qualitative analyses for the POLICY BRIEF (x1) and FINAL RESEARCH REPORT (x1) are complete; with some data already used for published manuscripts (x5), manuscripts under review (x5) and analysis is still on-going for developing future publications (x4) (As listed above – see Section 2).	(Partial)	Principal Investigator (PI) and Research Team	17 (+/-)

⁶ This figure is a prediction. It is unknown how many manuscripts will be published using the primary/secondary data from this project, hence the use of a '+/-' sign.

Conference paper/poster/presentation	<i>International Women's Day, Australian High Commission in Colombo</i> - Presentation of data to 45 Senior VIPS (DFAT Sri Lanka; Ministry of Women's Empowerment – Sri Lanka ILO – Sri Lanka Ministry for Foreign Employment – Sri Lanka)	N	Principal Investigator (PI)	1
	<i>World Social Science Forum</i> - Presentation of a paper at <i>A Just World Conference</i> , in Durban, South Africa	N	Principal Investigator (PI)	1
	<i>2017 International Women's Day Event</i> (+ Publication)	N	Principal Investigator (PI) and Research Team	2
Academic paper (journal article/working paper/book chapter/monograph)	Various. (As listed above – see Section 2)	Y	Five refereed journal articles have been released; several others are under review/revision and (or) being developed by the Principal Investigator (PI) and Research Team	14 (+/-)
Policy document (Policy brief/research brief /recommendations /seminar)	Empowering Women: What Works? - POLICY BRIEF	N	ECU, CENWOR and Research Team	1
	The Other Side Of Formal Employment: Working Women Who Have Returned To Their Communities And Villages In Sri Lanka - FINAL RESEARCH REPORT	N	ECU, CENWOR and Research Team	1
Project evaluation	N/A	N/A	N/A	0
Website/social media/traditional media	A website has been created to inform stakeholders about the research and background to the Australian Aid grant	Y	ECU	1
	Interview conducted by media representatives for ECU's Cohesion Magazine	Y	ECU	1

	Interview conducted by reporters for SBS Sinhalese News	(Unknown)	SBS Sinhalese News	1
			No of total outputs:	57 (+/-)

Please use the following table to record this information:

- Document where targeted communication activities were undertaken and how this was done i.e. where there was an identified audience and specific message for communication.
- There may be several target audiences for the same knowledge output.
- Where appropriate, include case studies to illustrate in more detail specific successes/innovations/challenges in meeting one or more of the research objectives (see Q2. for more detail on the focus of these case studies).

Table 3: Methods of Communication

Communication per Knowledge Output				
Target Audience	Knowledge output	Communication Method ⁷	Audience Reached ⁸	Response ⁹
<i>World Social Science Forum – Academics at A Just World Conference</i>	Data from <i>Australian Aid</i> presented vis language and power among women in Sri Lanka	Conference presentation	Leading academics on social justice in Australia	Paper submitted for publication and conference presentation made public
<i>International Women's Day, Australia High Commission in Colombo – DFAT Sri Lanka; Ministry of Women's Empowerment – Sri Lanka; ILO – Sri Lanka; Ministry for Foreign Employment</i>	Presentation of data to 45 Senior VIPS	Power Point Presentation and Q and A	45 Senior VIPS in Sri Lanka	A great deal of interest in our research to inform policy discussions

⁷ *Communication Method*: General statement of method e.g. publication, social media, seminar, meeting, conference, teaching, course etc.

⁸ *Audience Reached*: Specify level as well as estimate proportion of intended target audience reached, where possible. Include gender breakdown

⁹ *Response*: Qualitative assessment of response or sign of attention paid to the communication by the target audience e.g. expressions of interest; requests for more information; active participation and engagement; provision of comments or feedback. May include negative responses.

Students, Academics and Researchers internal/external to ECU and the Australian public	Interview conducted by media representatives for ECU's Cohesion Magazine	Magazine article	Unknown	N/A
The Australian Public	Interview conducted by reporters for SBS Sinhalese News	News story <i>via</i> pod-cast	Unknown	N/A

5. How has the capacity of the researchers, particularly those in developing countries, and other professionals to undertake research and use research findings been expanded by the project?

Please use the following table to record this information (target audience can be modified to suit project):

- Provide details of the capacity that has been built internally in your research team and externally with other developing country professionals.
- Where appropriate, include case studies to illustrate in more detail specific successes/innovations/challenges in meeting one or more of the research objectives (see Q2. for more detail on the focus of these case studies).

Table 4: Internal capacity building

Target	Data per Theme				
	Audience ¹⁰	Competency ¹¹	What was done***	Sustainability ¹²	Formal recognition/qualification ¹³
Staff	Sri Lankan Research Assistants (RAs)	Ethics application, National Health and Medical Research Council (NHMRC) guidelines, assessment tool development, training, pilot testing, data collection, group dynamics	RAs were trained in intensive sessions and involved in all aspects of the research from ethics to data collection and survey transcription/ dissemination for further analysis in Australia	The RAs from Sri Lanka are learning valuable skills that will enable them to apply for higher levels course such as MA or PhD and their employment on the grant is a valuable addition to their CVs. Furthermore, as part of the data collection process they have been encouraged to offer insight on the women they have surveyed. Not only has helped to contextualise responses, it has given RAs an awareness of the	NA

¹⁰ *Audience*: May encompass a range of staff, students, government/program workers, researchers, entities, organizations, contractors and peak bodies.

¹¹ *Competency [of capacity building]*: May include areas such as interest / engagement in policy issue; design / undertake relevant studies (lit review, policy analysis, regulatory analysis etc); analyse results, interpret and prepare reports; communicate / disseminate & engage with policy makers; build networks/relationships/partnerships; provide training/build capacity in others; leadership and management.

¹² *Sustainability*: This may include ability to contextualise to country situations, synthesise information, apply lessons learned in Australia or overseas to new contexts, integration of courses/training into core business, applying lessons learned into new leadership roles, the continuation of program(s), use of tool(s) as a routine device to inform local and broader policy action

¹³ *Formal recognition/qualification*: Completion of training course; Master/Doctorate/other qualification

				(hidden) social and gender-related issues present in Sri Lanka. These are issues that may be impacting their quality of life as (generally young) women and help them to elicit change in their own lives or those of others.	
	Australian RAs	Involved in real world research in real time.	Involved staff from ECU in the grant to foster greater internal partnerships and enable them to keep abreast of the complex way in which research is now conducted	The grant is a valuable addition to their CVs. Staff members have been involved in cross-collaborative research that enables professional networking and capacity building (i.e. the development of existing and acquisition of new technical, analytical, administrative and managerial skills). The Research has potentially wide-ranging academic and social impacts that may improve staff members' prospects for future research/ career development.	Several staff members are/were also Post-Graduate (PG) students at ECU. Their involvement in the grant will/has helped them to attain valuable skills to complete their degrees

Students	ECU Undergraduate (UG) students and Postgraduate (PG) students	Involved in real world research in real time. Both UG and PG students have also been working in paid employment.	Involved students from ECU in the grant to expose them to the complex way in which research is now conducted – with the experiences Research Team members and the processes involved in projects, also used as learning tools for lectures in the Social Sciences with UG students.	The grant is a valuable addition to their CVs. Students have also been involved in cross-collaborative research that enables professional networking and capacity building (as described above). The research has potentially wide-ranging academic and social impacts, thereby encouraging students to conduct further work related to gender equality.	PG students at ECU involved in the grant have attained valuable skills to help them complete their degrees and secure additional employment.
Organisational	ECU	Public promotion of cutting edge research via ECU's <i>Cohesion Magazine</i>	Dr. Hancock was approached/ interviewed by ECU media representatives regarding his prior/current gender research	The promotion of this research to readers, both internal and external to ECU would increase the profile of our School and potentially facilitate greater student/researcher interest in studying at/ collaborating with the University (e.g. with an advertised Post-Doctorate position designed based, largely, on this research).	N/A

	ECU, <i>Pandit Deedayal Petroleum University</i> (PDPU), <i>Gujarat – India</i>	Collaborative cross-cutting and cutting edge research opportunities with academic and social impacts.	Due to his on-going involvement in gender equality research, Dr. Peter Hancock is actively engaged in a ‘new’ initiative spear-headed by ECU’s <i>School of Arts and Humanities – Building Understanding of Women’s Economic Empowerment in South-Asia: Anthropological and Psychological Issues</i> .	Not only would this serve as a platform to promote this <i>Australian Aid</i> project, ECU staff will continue to work together to find strategies aimed at preventing the exploitation of young South Asian women working in factories (in general). This would involve collaborative research with ECU’s partners (PDPU and <i>Gujarat</i>). Such a multi-faceted and long-term project would also provide opportunities for students to be employed as research assistants and thereby improve their capacities.	N/A
	ECU, CENWOR, ADB, CEPA	Staff exposed to cutting edge research	Meetings between <i>Australian Aid</i> team leaders and organisations to brief them and engage them in our methods	CEPA and CENWOR will be empowered by being exposed to the research and included in its processes. Being involved in an Australian federal government grant is considered to be a ‘high status’ partnership in Sri Lanka	NA

	DFAT – Sri Lanka; <i>Ministry of Women’s Empowerment</i> – Sri Lanka; ILO – Sri Lanka; Ministry for Foreign Employment – Sri Lanka	At the <i>International Women's Day, Australian High Commission in Colombo</i> 45 Senior VIPs were exposed to our data and the lived experiences of women and work	Presentation at the DFAT mission in Colombo of our research	All organisations will have a new view, with respect to women and work, in Sri Lanka	Our research has now been recognised by the Sri Lankan government
	<i>World Social Science Forum</i>	Global exposure for our data among the social science community	Presentation of a paper at <i>A Just World Conference</i> , in Durban, South Africa	Presenting findings serves to promote Australian gender equality research globally.	Our research has now been recognised on global scale
	SBS	National exposure for our research – particularly among the Australian Sri-Lankan population.	Interview conducted by reporters for <i>SBS Sinhalese News</i>	To potentially shift cultural perceptions of Sri Lanka and the lived experiences of Sri Lankan women.	Our research has now been recognised by the popular media.

6. What can we learn from challenges/issues experienced throughout the project? *Limit 500 words.*

- Please summarise any issues that affected the ability of the research team to meet the research objectives. For example:
 - delays in the research process
 - changes to the geographic focus/research objectives
 - changes to research team personnel/local partners
 - Please document how these challenges were addressed/what was learnt that might be useful to researchers/future research?
-

- **Delays in the research process**
 - The research has progressed as planned across many areas, however we have been somewhat waylaid by a lack of funds. This has necessitated 'cut backs' leading into the 3rd year.
- **Changes to research team personnel/local partners**
 - Over the course of three years, four Research Assistants (RAs) have exited the project due to natural attrition. This has necessitated the redistribution of work-loads and (re) training RAs as required.
- **How these challenges were addressed/what was learnt that might be useful to future researchers/future research?**
 - Additional funds were acquired internally *via* ECU; this \$10,000 injection will be used to manage any potential shortfalls. After consultation with ECU's financial advisors it was determined that all costs will be covered using a combination of existing and new funds – with some areas of budgeting in surplus.

In future research, it may be necessary to intentionally overestimate the predicted budget. Given the unexpected delays and costs experienced, it is likely other researchers may be exposed to the same challenges and more funds will be required than researchers originally estimate.

- ECU human resource/research office officials supervised 'hand-over' processes. Dr. Hancock's administrative/managerial roles were adopted by senior members of the Australian-based Research Team (the Project Manager and Research Team Coordinator) and they received on-going support/guidance from him and ECU.

In future research, it may be necessary for Principle Investigators to involve other senior (and junior, where appropriate) Research Team members fully in the minutiae of administrative processes and reporting, from the onset. This will ensure a smooth transition should unexpected absences or delays occur, requiring other staff to adopt new duties without delay. As a secondary precaution, it may also be prudent to keep other senior staff from ECU abreast of milestones and reporting mechanisms related to a project. Communication and collaboration is key.

- New RAs were inducted by the team co-ordinator and are cognisant of their responsibilities.

The Australian-based Research Team Coordinator was abreast of all RA's duties and progress *vis-à-vis* constant written and verbal communication. The coordinator also introduced an 'induction' pack for new RAs – this was tailored to each RA and detailed the project's rationale, achievements and goals; whilst also giving them access to resources. Although a formal 'writing' or 'work agreement' was also adopted after the initial stages of the project, in future research, this will need to be used from the onset; and coupled with 'induction' packages, as well as on-going meetings and communication. Such agreements would not only detail the objectives and tasks related to the project, but also list the 'competing' work or life commitments of the RAs and other Team Members (including an individual's skills; their plans for personal/professional development; other work/research responsibilities; and leave arrangements skills). Agreements also need to be flexible. In this way, senior Research Team members can 'manage their expectations' and RAs will be fully cognisant of their duties in an easy to access/use document. If such agreements are updated regularly, replacement RAs could view what has (has not) been achieved 'at a glance'.

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- As of the 4th of April 2016 a ‘Deed of Amendment’ was developed between DFAT and ECU. This is a no-cost extension of the project until the 1st of November 2016. In addition to allowing the then recently appointed RA staff to fulfil their analytical responsibilities, it also allowed us to meet other stated objectives within this revised time-frame (i.e. the development of further publications – including a Policy Brief and Final Research Report).

In future research, it may be necessary to intentionally overestimate the predicted timeline. Given the unexpected delays and costs experienced, it is likely other researchers may be exposed to the same challenges and more time and (or) resources will be required than researchers originally estimate. Contracts could also be more ‘flexible’ or ‘generalised’, leaving ‘room to manoeuvre’.

- Representatives from DFAT met with Associate Professor Hancock’s research Project Manager and Research Team Coordinator (Australia) – Dr Kwadwo Adusei-Asante and Dr Jonathan Georgiou – *via* tele-conference on the 1st of September 2016. The agenda covered project deadlines, funding issues and allowed a ‘brief’ overview of research findings to be provided. DFAT invited the research team to present at a 2017 *International Women’s Day* Event and requested that they produce a case study to be included in a related DFAT publication. A draft ‘brief’ was developed.

See below

- Following the submission of the Annual Report, Policy Brief and Final Research Report, communications from DFAT requested that amendments be made to the formatting of these documents, which is on-task.

In future research, it will be necessary for both DFAT representatives and ECU’s researchers to communicate more frequently and effectively – perhaps *via* teleconferences or (where possible) face-to-face communication. This should then be followed up by written ‘minutes’ to meetings, so as to keep a ‘formal’ record and allow for any feedback. Such regular, direct and bi-directional communication would allow for queries to be raised or concerns to be addressed (regarding timelines, changes to reporting and [or] formatting requirements etc.) in a timely-manner and opportunities – such as the invitation to produce a ‘brief’ discussed above – to be better communicated (i.e. the suggestion made by DFAT evolved as part of a natural progression in the conversation). Moreover, such processes may be more ‘informal’ – and certainly occur more often than ‘formal’ annual reporting – thereby developing rapport and allowing for greater understanding amongst all parties. Although already a research-conducive environment, this may facilitate an even more ‘open’ and ‘safe’ space in which to operate.

7. Was appropriate ethics approval obtained for the project? If YES then please attach evidence of approval to this report. If evidence has already been provided please state this below.

Yes. Ethics approval was required and evidence has previously been sent to Australian Aid (DFAT).

8. Financial Snapshot

Please provide a final financial snapshot of your budget and expenditure for the project below. This snapshot is in addition to the financial acquittal statement required with this report.

The financial acquittal statement should include your expenditure of grant monies for the reporting period and be signed by an appropriate delegate from your accounts/finance office. The financial acquittal statement should be on your institution's letterhead as there is no related DFAT template.

Budget Allocations (A\$) – As per proposal

	1 st Year	2 nd Year	3 rd Year	Total
Researcher/s Salary			52,800	
Field Work Costs			5,000	
Travel and Related Costs			22,050	
Insurances				
Knowledge Transfer Activities			6,800	
Capacity Development Activities				
Total Australian Aid Funds Received			86,650	
Interest Earned on Australian Aid Funds				
Total Income from Australian Aid			86,650	

Total Expenditure (A\$)

	1 st Year	2 nd Year	3 rd Year	Total
Researcher/s Salary			2,607	
Field Work Costs			11,592	
Travel and Related Costs				
Knowledge Transfer Activities			677	
Capacity Development Activities				
Insurances				
Total Australian Aid Funds Expensed			14,876	

Total Australian Aid Funds Un-expensed: \$000

9. Certification

I certify that all the details contained in this progress report are true and that all research partners and co-investigators agree that this report is an accurate representation of the projects progress so far.

A handwritten signature in black ink, consisting of a long horizontal stroke followed by a loop and a small flourish.

Signed: Kwadwo Adusei-Asante
Project Manager

Date: 9 November 2016