



Australia Awards

Australia Awards Global Tracer Facility

Case Study in Vanuatu -
legal and justice fields

December 2017



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Acronyms and Abbreviations

AFP	Australian Federal Police
ANU	Australian National University
AusAID	Australian Agency for International Development
CRC	Convention on the Rights of the Child
CRPD	Convention on the Rights of Persons with Disabilities
DFAT	Australian Government Department of Foreign Affairs and Trade
EDO	Environmental Defenders' Office
SCB	Scholarships and Alumni Branch (DFAT)
UC	University of Canberra
UNSW	University of New South Wales
UoW	University of Wollongong
USP	University of the South Pacific
VAAAN	Vanuatu-Australia Awards Alumni Network
VDFCBP	Vanuatu Police Capacity Building Project
VELA	Vanuatu Environmental Law Association
VLSSP	Vanuatu Legal Sector Strengthening Program
VPF	Vanuatu Police Force
VWC	Vanuatu Women's Centre

1. Executive Summary

This report details the outcomes of a Case Study of Australian development scholarship alumni from Vanuatu. Alumni in this Case Study completed their scholarships between 2007 and 2010 in the legal and justice fields. This research was conducted by the Department of Foreign Affairs and Trade's (DFAT) Australia Awards Global Tracer Facility (the Facility).

1.1 Findings

1.1.1 Development contributions

Alumni have made **strong contributions** to the development of the legal and judicial sectors in Vanuatu by using specialised skills, knowledge, and practices gained on scholarship. Alumni have:

- contributed to the improvement of governance in policing and customs
- introduced specialised legal knowledge and practice in the workforce
- developed the capacity of colleagues in the legal, police and customs workforce.

This Case Study demonstrates the way Australian Government scholarships have extended the capabilities of alumni enabling them to progress in their careers and contribute in their professions at a more advanced level.

Factors identified as **enabling** alumni to contribute included:

- the specialised areas of their study
- respect in Vanuatu for Australian degrees
- strong English communication skills developed on award
- personal drive and motivation.

Challenges faced by alumni in being able to contribute further included:

- the absence of a national human resource development plan
- resistance to change in the workplace
- the limitations of a small labour market to fully utilise skills and knowledge
- the need for further qualifications and professional development to achieve sustainable long-term development in the sector.

1.1.2 Economic and public diplomacy outcomes

The alumni in this Case Study have **developed and maintained links with Australia** through their professional pursuits. Key examples of ongoing ties between Vanuatu and Australia included:

- relationships built with lawyers and law academics in Australia for advice and examples in case law that help in developing precedents within the Vanuatu judicial system
- development of specific networks in areas of law such as environment, trade and constitutional law that alumni specialised in during their scholarship
- networks with counterpart Australian agencies in areas of customs and transnational crime.

The research revealed a number of issues that **enabled** alumni to establish and maintain networks. These include the nature of the legal and justice inherently requiring collaboration across jurisdictions; a strong respect for Ni-Vanuatu who completed Australian law degrees by Australian legal counterparts; and familiarity with Australian systems from on-award study.

Alumni noted issues that have **prevented** them from building wider networks with Australia. These included the limited time and opportunity for networking while on award; and a lack of further professional development prospects to maintain or grow links with Australian organisations on their return.

1.1.3 Views of Australia and Australian Expertise

Alumni involved in this Case Study hold **strong, positive views about Australia** that were formed before, during and after their scholarships. During interviews alumni highlighted that:

- living and studying in Australia expanded their world view and broadened their perspective on a range of issues both professionally and socially
- they were proud to have an Australian degree and have promoted Australian education to others in their community
- they continue to use Australian expertise and practices learnt on award.

1.1.4 Impact on addressing equity issues

The Australia Awards in Vanuatu have undertaken a number of practical **steps to support gender equality** and female leadership both formally and informally. One such activity is the Women in Leadership program developed to foster engagement with all alumni to involve alumnae in leadership.

The Australia Awards in Vanuatu are proactive in encouraging and **supporting people with disability** to apply for the Australia Awards. However, broader systemic issues within the education sector, particularly regarding access, can present an impenetrable barrier for these applicants to be eligible for a tertiary scholarship.

Alumni are **leaders within their communities** and part of a social network of support. Among those interviewed in the Case Study are women in church leadership positions, a village chief, a member of parliament and others who provide support and guidance with their village.



Australia Awards

Global Tracer Facility



Australia Awards Alumni strengthening Law and Justice in Vanuatu—study shows

Australia Awards alumni are contributing to:



Transnational crime prevention



Expanding environmental law



International customs law reform



Expanding commercial law services

Australia Awards results

1 Alumni provided strong examples of development contributions

Achieved



“After my Master of Public Policy and Environmental Law at ANU, I set up the Vanuatu Environmental Law Association. Our vision is to expand environmental law infrastructure. We are geographically very small –we need to protect the environment very wisely ”



2 Alumni are contributing to cooperation between Australia and Vanuatu

Partly achieved

“I’ve maintained my contacts within the Pacific Region and leverage my transnational crime prevention networks for information intelligence ”



3 Alumni support effective institutional partnerships between Australia and Vanuatu

Partly Achieved

“If we had been linked with a professional network in Australia, we could have had the chance to go see some of the lawyers or their solicitors about what they do there... and perhaps continue to liaise with them after we return ”



4 Alumni view Australia and Australian expertise positively

Achieved

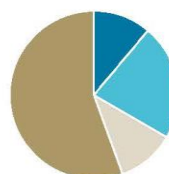


“You’re proud every time you meet an Australian...you’re proud of having studied there. ”



Participants: Alumni who completed scholarships between 2006 and 2010

Case study participants:



- Female alumni
- Male alumni
- Colleagues of alumni
- Stakeholders

2. Background of the Study

The Australia Awards Global Tracer Facility (the Facility) is a four-year project funded by the Australian Government Department of Foreign Affairs and Trade (DFAT). Through this project, DFAT assesses the development contributions and public and economic diplomacy outcomes of Australia's investment in the Australia Awards.¹ The key research and reporting activities being undertaken are a quantitative Tracer Survey and qualitative Case Studies, which are prepared concurrently throughout the four years of the project.

This report gives the key findings of the Vanuatu Case Study; data collection was undertaken by the Facility in Vanuatu in mid-October 2017.

2.1 Objectives

The Facility seeks to generate high-quality information on former scholarship holders, with a focus on less recent alumni. This information will provide a strong evidence base for country programs and the Australia Awards and Alumni Branch (SCB) of DFAT to evaluate the impact of Australia Awards on alumni and, by implication, on their home institutions and countries.

2.2 Scope

The scope of the Facility is limited to alumni of DFAT's Australia Awards and previous DFAT-funded scholarships programs, awards (both long and short duration) and fellowships (managed by SCB).

2.3 Case Studies

The Case Studies are being conducted via an iterative approach whereby the qualitative phase can be designed based on what is learned from the initial quantitative phase.

The Facility Case Study methodology is explanatory and multiple in design. That is, cases are selected based on findings from the quantitative (survey) research, and the 'how' and 'why' of alumni experiences is explained in detail. Multiple Case Studies enable the researcher to explore differences within and between cases. Case Studies contribute to the evidence base for country programs, providing useful comparison across cases to build a robust understanding of diverse alumni experience.

¹ See <http://dfat.gov.au/people-to-people/public-diplomacy/Documents/public-diplomacy-strategy-2014-16.pdf> and <http://dfat.gov.au/trade/economic-diplomacy/pages/economic-diplomacy.aspx>

2.3.1 Year 1 of the Facility

In the first year of the Facility, however, Case Study countries and themes were based on criteria such as availability and range of alumni details in the Global Alumni database; previous country or thematic research undertaken; investment priorities, and partner-country priorities. The cohort for Year 1 Case Studies were alumni who graduated between 1955 and 1995. Case Studies provide useful vignettes and quotes to build an understanding of alumni experiences. In Year 1, the selected Case Study countries were Fiji, Sri Lanka, Nepal, and Kenya. Field research took place between late October 2016 and March 2017.

2.3.2 Years 2 through 4

Subsequent Case Studies in Years 2–4 will be determined through the annual planning process. Case Studies will not be limited to geographic foci, and may be sectoral or regional as determined through findings of the annual survey and planning and consultation process. Case Studies will also align with the priorities of the *Australia Awards Global Strategy: Investing in the next generation of global leaders for development 2016-2018* (the Global Strategy) and any other areas of importance as identified by SCB.

In **Year 2**, the selected Case Study countries and sectoral focus are Vanuatu – Law and Justice, Mongolia – Finance, Solomon Islands - Health, Indonesia - Education, and China – Agriculture and Environment. Field research will occur between mid-October 2017 and April 2018.

2.4 Country Context

Vanuatu is a part of Melanesia, a sub-region of Oceania. The country gained independence on 30 July 1980 and joined as a member country of the Commonwealth. Prior to this, Vanuatu was ruled as a Condominium, under joint administration by Britain and France.

Vanuatu has a population of around 272,000, with inhabitants on 65 of its more than 80 islands. Seventy per cent of the population live in rural areas. One-third of the population lacks access to basic services and more than 12 per cent live below the national basic needs poverty line. Delivery of basic services is a challenge given the country's widely dispersed population. Key development indicators such as literacy and numeracy, immunisation and nutrition are stagnating or declining. Violence against women and children is the most common and widespread crime (72 per cent of women experience physical and sexual violence in their life time) (DFAT, 2017a).

Economic and social stability have helped attract investment and tourists. Over the last decade Vanuatu has maintained strong economic growth (driven largely by tourism and construction) compared with other countries in the region. Tourism and tourism-related services sectors account for approximately 40 per cent of GDP and one third of people in formal employment. Goods exports are dominated by agricultural products - kava, coconut products, beef and cocoa. However, for many the main sources of livelihood in rural areas is subsistence farming, fishing and production of cash crops such as kava, coconut and cocoa (DFAT, 2017b).

Political stability in Vanuatu is affected by lack of sustained leadership and vision, with loose, fragile and shifting coalitions leading to frequent changes in government – 22 since independence in 1980. The policing and judicial sectors are similarly affected with 14 Ministers of Justice and Community Services and eight changes in leadership of the Vanuatu Police Force since 2012 (DFAT 2016, p.11).

With a close relationship with Vanuatu, Australia is its largest bilateral aid donor. Australia and Vanuatu enjoy a very broad range of links at government, business and community levels.

3. Methodology

This chapter includes an overview of the Case Study design, development and implementation. This is the fifth Case Study of the Facility. Vanuatu was one of five Case Study countries proposed in the Year 2 Annual Plan. Vanuatu was selected as a Case Study country on the basis that there was a core group of alumni identified in the legal and justice sector, a sector that has a clear alignment with investment priorities. In addition there has been limited previous research regarding alumni in this area.

3.1 Overall Case Study Design

The purpose of the Facility Case Studies is to collect detailed qualitative data on the impact and benefits of the Australia Awards. The Case Study methodology proposed is based on the Facility Case Study Approach, which was developed in the inception phase of the Facility and reported in the Annual Plan for Year 1.

The Global Strategy and Australia Awards Global Monitoring and Evaluation Framework (the Framework) form the basis for the Case Study design. The research questions, propositions, data collection instruments, and report template are built around this Framework. Findings reported by alumni are triangulated with relevant stakeholders such as employers and colleagues, and industry bodies thereby strengthening findings by providing further evidence to support or refute propositions. This methodology was developed by the Facility and SCB.

The overarching theory that has guided the design of this Case Study methodology is based upon the goal of the Australia Awards that ‘... partner countries progress their development goals and have positive relationships with Australia that advance mutual interests’.

The Case Study research questions are framed by the intended long-term outcomes of the Australia Awards as guided by the Framework:

- 1 How do alumni use the skills, knowledge and networks gained on award to contribute to achieving partner-country development goals?
- 2 How are Australia Awards contributing to Australia’s economic and public diplomacy outcomes?
- 3 How has being an Australian Award alumni impacted alumni?
- 4 Are the benefits of receiving a scholarship experienced equally by all groups who have received them?

The primary unit of analysis for this Case Study is the alumnus or alumna. Case Studies seek to explore how alumni of Australia Awards have acted to contribute to the achievement of the goal and objectives of the Australia Awards.

3.2 Methods

The data collection method used for this Case Study was through interviews. A set of questions were developed for each key participant group, namely alumni, colleagues and employers (both of alumni and generally), alumni associations; and the DFAT staff and managing contractors working on the Australia Awards in partner countries. Questions for each key participant group (see Annex 2) align with the research propositions (located at Annex 1) and long-term outcomes of the Australia Awards. This ensures that data collected directly relate to the key questions the Case Studies are seeking to answer, and that there is consistency across each Case Study.

3.3 Sample

Data available for Vanuatu at the time of planning this Case Study revealed 30 alumni who completed their scholarship between 2006 and 2010 (the focus period for the Facility in Year 2). Of this group, 6 studied or are working in the field of law and justice. These 6 alumni formed the target group for this Case Study.

3.3.1 Contact details

Contact details existed in the Global Alumni database for one of the six alumni in the target group. The Australian High Commission in Port Vila has a close relationship with its alumni and were able to individually call and confirm contact details of all six alumni. Six alumni were contacted and of these, all responded and became part of the Case Study (four men and two women). All six are living in Vanuatu. Table 1 lists the alumni participants in the Vanuatu Case Study.

Table 1 Vanuatu Case Study alumni participants

Name	Gender	Australian Government scholarship	Institution	Award Completed	Current position
Mrs Lenna Bule Kausiama (nee Mabon)	F	Australian Development Scholarship	Australian National University (ANU)	2008	Manager Lending Support National Bank of Vanuatu
Mr Andrew Kalman	M	Australian Development Scholarship	University of Wollongong (UoW)	2008	Inspector, Vanuatu Police Force
The Hon. Mr John Silik Sala MP	M	Australian Development Scholarship	University of Canberra (UC)	2009	Member of Parliament & Parliamentary Secretary to the Ministry of Finance
Ms Christina Suzie Thyna	F	Australian Development Scholarship	The University of New South Wales (UNSW)	2010	Self-employed - Cornerstone Lawyers
Mr Robin Tom Kapapa	M	Australian Development Scholarship	Australian National University (ANU)	2008	Self-employed - Kapapa Lawyers
Mr Colin Bright Leo	M	Australian Development Scholarship	Australian National University (ANU)	2007	Self-employed - Leo Lawyers Barristers and Solicitors; Chairman, Vanuatu Environmental Law Association

In addition to the alumni who participated in the Case Study, 12 other people were interviewed in order to provide context, triangulate alumni perspectives and better understand the impact of the Australian scholarships on the outcomes for Vanuatu and Australia. These additional interviews included current stakeholders such as the Australian High Commission in Port Vila and members of the Vanuatu-Australia Awards Alumni Network (VAAAN), as well as the Chief Justice of the Supreme Court and the Attorney General of Vanuatu. Where possible and available, colleagues of alumni were also interviewed to gather further information about the impact of the alumni. Table 2 lists these participants. In total, 18 people were interviewed for the Vanuatu Case Study.

Table 2 Key stakeholder and employer/colleague interviews

Name	Position	Reason for interview
Ms Susan Kaltovei	Scholarship Program Manager, Australian High Commission, Port Vila	Key stakeholder (managing Australia Awards)
Ms Alison George	First Secretary, Education and Safer Communities, Australian High Commission, Port Vila Overseeing scholarships and alumni, policing, justice and gender equality	Key stakeholder (managing Australia Awards and relevant sector of focus)
Ms Helen Corrigan	Senior Program Manager – Law and Justice, Australian High Commission, Port Vila	Key stakeholder (sector-specific expertise)
Ms Patricia Fred	Program Manager – Governance, Australian High Commission, Port Vila	Key stakeholder (sector-specific expertise)
Hon Vincent Lunabek	Chief Justice of the Supreme Court, Vanuatu	Key stakeholder (Vanuatu legal context)
Mr Arnold Kiel Loughman	Attorney General, Vanuatu State Law Office	Key stakeholder (Vanuatu legal context)
Dr Sale Vurobaravu	Vice President, Vanuatu-Australia Awards Alumni Network/ Physician, Port Vila Hospital	Alumni Network involvement
Barbara Sese	Committee Member, Vanuatu-Australia Awards Alumni Network	Alumni Network involvement
Pamela Carlo	Committee Member, Vanuatu-Australia Awards Alumni Network	Alumni Network involvement
Regina Richard Andrew	Committee Member, Vanuatu-Australia Awards Alumni Network	Alumni Network involvement
Albert Taufa	Project Coordinator, Vanuatu Environmental Law Association	Colleague, Vanuatu Environmental Law Association with Mr Colin Bright Leo
Frederic Thyna	Lawyer, Cornerstone Lawyers	Colleague, Cornerstone Lawyers with Ms Christina Suzie Thyna

3.4 Exclusions

Due to the small sample size of the target group for this case study, no alumni were excluded from participation selection.

3.5 Data Collection

The Facility piloted all Case Study instruments with Australia Awards alumni who resided in Australia. This process validated the instruments and adaptations to questions were made. In addition, an interview guide template for researchers to record all data collected was developed and utilised. Following a review of Year 1 Case Study data, questions were adjusted for clarity.

This Case Study was conducted by Ms Amanda Taylor and Dr Daniel Edwards, core Facility staff who bring relevant expertise in qualitative research and international development. Case Study researchers worked together to undertake data collection and report writing: one conducted the interview and the other recorded and took notes. This enabled high-quality reliable data to be gathered. At the conclusion of interviews, the researchers discussed and verified the data to ensure completeness and accuracy.

3.6 Process

The Case Study field research was undertaken in Vanuatu from 16 to 20 October 2017. One interview was conducted via telephone on 03 November 2017 due to issues with availability, all others were conducted in person. Alumni were requested to provide their resume to researchers where available for further background information.

Participants were provided with background information relating to the research and the Facility, and all provided written informed consent to their participation.

3.7 Data Management and Reporting

All interviews were voice recorded (with approval granted to do so). In addition, the Case Study researchers annotated responses during the interview. All interview recordings were transcribed by a transcription specialist. After the completion of the interview and transcription process, the Case Study researchers consolidated the written and oral recordings into a single near-verbatim transcript (with restarting of sentences and fillers excluded).

3.8 Transcription approval and coding

Completed interview transcripts and notes were sent back to each of the Case Study participants for their review and approval, to ensure that what was recorded was correct and to provide participants with an opportunity to clarify and/or add to their transcripts.

Transcript review by participants is not consistently used in qualitative research, but was done so here as a courtesy, and to ensure the validity of the data and avoid errors. Participants were advised at the end of the interview that they would be given this opportunity, but participation in this step was not essential to proceed with using their data as permission had already been granted. The researchers provided participants ample time to respond, and follow up requests were sent. One of the six alumni provided feedback on the transcripts, offering minor edits and clarifications of names. In addition, stakeholders from DFAT reviewed their transcripts.

Interview scripts were subsequently coded in a template in accordance with the research questions and propositions. This enabled emerging themes to be identified

and links to be made between participants that supported or refuted the research propositions.

Analysis of the Case Study data involved a strategy that was guided by the theoretical proposition developed under the conceptual framework for the Case Study and by the techniques identified in the Facility's Case Study Approach document. Researchers used analytic techniques such as pattern matching and explanation building to explore all the evidence, and show adequate concern for exploring alternative interpretations.

3.9 Limitations

There were a number of limitations to this research that were inherent to both the nature of the research and the research process, as discussed below.

3.9.1 Small sample size

Within the specific parameters for the Vanuatu Case Study (completed their scholarship between 2006 and 2010; and studied in the field of law and justice) six alumni made up the target population. The researchers were able to contact and include all of them in the Case Study. Although the small sample secured matches the full target population for and is therefore a full representation of the specific group the research focussed on, the outcomes of this Case Study may not be generalisable across the broader Vanuatu alumni population (i.e. those from other fields of study or cohort years).

3.9.2 Positive response bias

It is probable that alumni who felt that they had a positive experience as an Australian Government scholarship recipient and/or had success in their career following their award are more likely to agree to participate in Case Studies. In a study by the Commonwealth Scholarship Commission in the UK, 'A study of research methodology used in evaluations of international scholarship schemes for higher education' (Mawer, 2014) the recognition of positive response bias was highlighted.

...there is widespread recognition that a more pressing problem is nonresponse bias in which those who reply to sample surveys are likely to be engaged with alumni associations or tracing (e.g. Day, Stackhouse and Geddes, 2009) and disproportionately represent the 'successful' outcomes of scholarship programmes. (Mawer, 2014)

Accordingly, it is likely that the alumni in the Vanuatu Case Study had a positive bias towards their experience, outcomes and views of Australia. The Facility has developed interview questions and analyses approaches to reduce the impact of this bias – these are applied consistently across all Case Studies. Through this approach, leading questions are avoided and alumni are offered opportunities to reflect on their outcomes at the beginning and at the end of the interview without specific questions to guide their answers.

3.9.3 Nature of the research

Outcome 1 of the Global Strategy is that 'alumni are using the skills, knowledge and networks gained on award to contribute to achieving partner-country development goals'. However, some alumni have shaped development goals rather than contributed to them, and while it may be outside the purview of partner-country development goals that this research is being evaluated against, such contributions are still significant.

The Case Study researchers experienced difficulty in evaluating Outcome 2 ‘alumni are contributing to cooperation between Australia and partner countries’, and Outcome 3 ‘effective, mutually advantageous partnerships between institutions and business [have been developed] in Australia and partner countries’. These two outcomes are aligned with the second research question for the Case Study ‘How are Australia Awards contributing to Australia’s economic and public diplomacy outcomes?’ There is an overlap and difficulty in differentiating ‘cooperation’ and ‘partnerships’. The research team delineated them by determining that Outcome 2 relates to people-to-people links including informal relationships; whereas Outcome 3 specifically relates to institutional links between the partner-country and Australia, which alumni have contributed to establishing.

No issues were encountered by the research team in collecting, collating, coding or analysing data related to Outcome 4 of the Australia Awards.

3.9.4 Research process

The ability to code the interview transcripts effectively was dependent on understanding the partner-country development goals, which was not always possible. Researchers involved in the Case Study made concerted attempts to identify relevant secondary data such as policy documents, papers, books and digital resources to provide background and insight into development plans, policies and changes over the time span of 2006 – 2010, the years of focus for Year 2 when these alumni commenced their scholarship.

4. Development of Outcomes

Summary Findings

Alumni have made strong contributions to the development of the legal and judicial sectors in Vanuatu by using specialised skills, knowledge, and practices gained on scholarship.

Alumni have:

- contributed to the improvement of governance in policing and customs
- introducing specialised legal knowledge and practice in the workforce
- developed the capacity of colleagues in the legal, police and customs workforce.

This Case Study demonstrates the way Australian Government scholarships have extended the capabilities of alumni enabling them to progress in their careers and contribute to their sectors at a more advanced level.

Key enabling factors

- the specialised areas of their study
- respect in Vanuatu for Australian degrees
- strong English communication skills developed on award
- personal drive and motivation to contribute to country and community.

Key challenging factors

- the absence of a national human resource development plan resulting in alumni returning 'ahead of the curve' with expertise not yet in demand
- resistance to change in the workplace
- the limitations of a small labour market to fully utilise skills and knowledge
- the need for further qualifications and professional development to achieve sustainable long-term development in the sector.

4.1 Background

The Australian Government has a long history of partnership with the Government of Vanuatu. A particular focus of this partnership has been to facilitate good governance by supporting legal and judicial development. In its 2009 'Annual Development Report', the Government of Vanuatu describes the importance of its objective as:

Good governance principles of accountability, transparency, and rule of law are critical to a country's development progress. They assure that corruption is minimized, the views of minorities are taken into account and that the voices of the most vulnerable in society are heard in decision-making. They are also responsive to the present and future needs of society (Republic of Vanuatu, 2010, p.27).

The Government of Vanuatu also perceives a reliable legal system as necessary to attract foreign investment for private sector-led economic growth (Vira, 2008, p.1). The Government's most recent National Sustainable Development Plan for 2016 - 2030, 'Vanuatu 2030: The People's Plan, is based around three pillars – society, environment, and economy, with an overarching vision to achieve 'a stable, sustainable and prosperous Vanuatu' (Republic of Vanuatu, 2016).

During the period of focus in this Case Study, 2006 – 2010, good governance in the law and justice sectors were stated priorities for Australia International Development Assistance Programs with programs developed to support key legal institutions and the Vanuatu Police Force (VPF) (DFAT, 2012; 2009). These included the Vanuatu Legal Sector Strengthening Program (VLSSP) and the Vanuatu Police Capacity Building Project (VDFCBP).

4.1.1 Australian Government scholarships: 2006 - 2010

A 2008 review of the Australian Development Scholarships outlines the primary objective of the program was to contribute to the development of Vanuatu's human resources and primarily targeted post-graduate study. The review also noted that the absence of a national human resource development plan continued to be a constraint in ensuring appropriate targeting of scholarships according to need and priorities (DFAT).

With this context as a background, this chapter of the report explores development impact of alumni with specific reference to the following Case Study proposition:

- Alumni use their skills, knowledge and networks to contribute to achieving partner-country development goals.
 - a. alumni develop skills, knowledge and networks on award that enable and are used to contribute to achieving partner-country development goals
 - b. alumni understand, value and want to contribute to partner-country development goals.

In relation to these propositions, this Case Study finds that alumni have made strong contributions in supporting country development through their specific fields of expertise with the benefits of study in Australia cascading to their colleagues. These contributions are a result of factors including individual motivation to contribute and returning with advanced specialised skills.

For the country, [Australian Government scholarships] has produced lawyers, judges, both in the private and public sector. It has helped to improve lives of people...You're able to do something for yourself, for your family (Attorney General of Vanuatu).

4.2 Alumni contributions

Alumni have made strong contributions to partner-country development priorities in the legal and judicial sectors. These include contributing to achieving better governance, supporting the capacity development of colleagues, and developing specialist areas of knowledge and practice.

4.2.1 Contributing to the improvement of governance in policing and customs

As described above, good governance is a priority identified by the Government of Vanuatu in achieving sustainable development. Objective 6 of Vanuatu 2030's Society Pillar is to

achieve strong and effective institutions' it aims to achieve this by developing 'a dynamic public sector with good governance principles and strong institutions delivering the support and services expected by all citizens of Vanuatu' (Republic of Vanuatu, 2016, p. 12).

Two alumni explained how the skills they have developed during their study in Australia have directly contributed to their ability to deliver a higher quality of work in the policing and customs areas. **The Hon John Silik Sala MP** describes developing skills through his Master of Customs Administration and Law at the University of Canberra that enabled him to utilise new practices in risk management to address issues in customs administration and regulation. This contributes to the Vanuatu 2030 Society policy objective 6.2: 'Reform state owned enterprises and statutory bodies to improve performance that is aligned to government priorities'. In his current role as a Member of Parliament, The Hon Sala MP is also able to utilise these skills developed in Australia to contribute to reforms in revenue initiatives, helping to meet Vanuatu 2030 Economy policy objective 1.2 to 'improve government revenue generation' (Godwin, 2016).

Similarly, as a result of developing new skills in financial investigation, **Mr Andrew Kalman** was appointed to the role of Team Leader of a violence and investigation team looking at the bribery and corruption case involving the Deputy Prime Minister. With specialised skills in financial investigation Mr Kalman also contributed to the investigation which resulted in the conviction of 14 Members of Parliament in 2015 also involved in the bribery and corruption case (Forsyth, 2015; ABC News, 2015). Corruption is an issue of concern in Vanuatu and Mr Kalman's contributions in policing support Vanuatu 2030 Society policy objective 5: 'Security, Peace and Justice – A society where the rule of law is consistently upheld, and access to timely justice is available to everyone.'

4.2.2 Developing specialist expertise in commercial and environmental sustainability law

Scholarships providing postgraduate degrees in specialised areas of law have greatly benefited alumni in Vanuatu. Each of the alumni in this Case Study who are practicing law had gained their undergraduate law degree in Vanuatu or the Pacific region. The Australian scholarship, which provided a postgraduate qualification, was identified as specifically extending their existing knowledge and supplementing it with a specialisation.

Alumni in this Case Study provided strong examples of utilising their postgraduate level skills and knowledge from study in Australia to contribute to the development of specialised areas of practice in the legal and judicial sectors. As a result, alumni are contributing to the development priorities of Vanuatu in the areas of **economic development** and **environmental sustainability**.

Examples of this include **Mr Colin Bright Leo**, who founded the Vanuatu Environmental Law Association (VELA) and specialises in environmental law cases. Mr Leo undertook specialised units in environmental law during his scholarship and

following his return to Vanuatu was determined to practice in this area. He founded VELA in 2014 with the goal of educating fellow Ni-Vanuatu on the importance of protecting the environment and undertaking cases before the courts. His colleague, Mr Albert Taufa explains that as a result, Mr Leo is a leading expert in this area:

With this organisation that Mr Leo has set up, it is gearing to that in terms of public environmental education, and so it's a first of its kind in Vanuatu, which is outstanding.

Environmental sustainability is essential to Vanuatu's key industries of tourism and agriculture and is a cornerstone pillar of the Government of Vanuatu's National Sustainable Development Plan:

Our rich natural beauty also presents a key to our shared prosperity, including through a wealth of natural tourism assets...Integrating sound environmental and waste management into our social and economic progress is crucial to meeting our national vision...we will seek to capitalise on the rapid advances in technology and innovation that can complement traditional knowledge to better utilise our natural assets on land and at sea to ensure our food security, maintain our cultural identity, and enhance our economic prospects (Republic of Vanuatu, 2016, pp.5 - 6).

Through VELA, Mr Leo's vision for the association aims to play a leading role at all levels of society in environmental protection:

It's going to be a busy organisation because it's going to be the only place where environmental complaints can be lodged because pro bono legal advice is really uncommon in Vanuatu and most other Pacific countries. When you have a community legal centre or something like that, something to that extent which listens to its grassroots or anyone that comes in for advice, it's really beneficial.

Similarly, as a result of studying trade law while on-award in Australia, **Ms Christina Thyna** has been able to create opportunities to contribute to economic development through her work protecting intellectual property rights. Ms Thyna is the founding partner of CornerStone Lawyers, Barristers and Solicitors in Port Vila and in 2015 set up a project for intellectual property development with the objective of assisting in the protection of trademarks of companies looking to establish in Vanuatu. Ms Thyna's project contributes to the achievement of Vanuatu 2030 Economy policy objective 1.4, which is to 'increase trade and investment opportunities and reduce barriers' (Republic of Vanuatu; 2016 p. 16).

Ms Thyna was also selected to the role of legal advisor of a Technical Advisory Committee within the Department of Finance investigating maritime registrations as a result of her specialised training in trade law. However, despite these successes, Ms Thyna has experienced some limitations in fully utilising her specialised degree in the emerging specialist field of trade law (as discussed later in this chapter).

Specialising in commercial law at Australian National University, **Mrs Lenna Bule Kausiama** took a different career path to her alumni peers who established their law firms in litigation. In her current role as Manager Lending Support at the National Bank of Vanuatu, Mrs Kausiama oversees mortgage agreements and has observed the increasing use of lease agreements and conveyancing services over the past decade. With this rising service demand, Mrs Kausiama has been able to utilise her skills and knowledge gained in Australia to support the Bank in providing competitive services:

From the [ANU] program, [it is] mostly the commercial side of the course itself that I'm actually using now...because comparing this small country with, say, Australia and New Zealand in terms of conveyancing, it's really not common here...Nowadays it's gradually progressing in terms of conveyancing because people are of the understanding that you need to know what a lease agreement is, what the mortgage document is, so to know the consequences of it; if you sign one to the bank, what happens after that. So it is now progressing, and I believe the course which I had undertaken is really helping me, especially with our bank customers.

Mrs Kausiama's contributions directly link to Vanuatu 2030 Economy policy objectives 1.8 and 1.9 to 'Ensure financial sector stability and make financial services affordable and accessible for all through pursuing financial inclusion strategies'; and to 'Promote financial literacy and consumer empowerment' respectively (Republic of Vanuatu, 2016, p. 16).

These alumni each attributed their career trajectory into specialist fields a result of their post-graduate studies in Australia which built upon their foundational skills and knowledge in legal practice. These examples demonstrate how specialisation in a field of study can enhance the capabilities of local experts to contribute to their sector and in turn, contribute to country development goals.

4.2.3 Sharing of knowledge with colleagues

Alumni and colleagues in this Case Study provided examples of knowledge sharing through an engaged community of practice in Vanuatu. These examples demonstrate the ripple effect the Australia Awards have enabling a greater return on investment as alumni proactively share their new skills and knowledge to change work culture and practices.

On return from scholarship, Mr Kalman found he was more respected by senior-level officers for the new ideas and skills he contributes and shares in investigations. In the workplace, he discussed how junior police officers will come to him for assistance and advice on a range of issues, including how to write reports. Similarly, The Hon Sala MP used knowledge gained on award to help colleagues in reviewing and implementing more thorough risk management practices within the Customs Department. Both of these examples resulted in a higher quality of work within their agencies and helped in shifting some of the complacency these alumni saw as endemic in their workplace culture.

Notably, sharing of knowledge appears to be robust in the legal sector. Mr Leo and his colleague Mr Taufa discussed how knowledge sharing occurs in their networks. Mr Taufa explained that through a local community legal education group, those offering training included lawyers who had studied overseas and expatriates. Underpinning the group is a strong sense of community in the legal fraternity. Mr Leo echoed similar sentiments describing that an objective of the VELA was the sharing of knowledge to support other lawyers to learn about this specialised area: 'We share knowledge. I want to give to them as much as I have...I don't want to hold things back.'

4.3 Key Enabling Factors

This section outlines the factors identified by alumni as enabling in achieving their career progress and objectives post-award.

4.3.1 Alumni have gained specialised skills and knowledge

For all of the alumni in this Case Study, their scholarships extended their skills and knowledge and offered specific application in the workplace.

Ms Thyna, Mrs Kausiama, The Hon Sala MP, Mr Leo and **Mr Robin Tom Kapapa** identified study in Australia as a necessary step in their career progression to advance their skills and knowledge. All of the alumni also discussed how studying in Australia expanded their working knowledge, enabling them to return with knowledge of new practices and new ways of thinking.

In particular, for Mr Kalman, the opportunity to update and expand on his policing knowledge was a significant outcome of his scholarship experience, and helped him to gain a recognised tertiary qualification that he otherwise would not have been able to attain:

Before 2008 I thought I knew everything. But under this scholarship training, I learned more. I learned plenty of things about community policing aspects and how to find a vice crime, look at Sharia law, everything, laws from other countries...about Australian criminal law and policy, international cooperation. Those subjects that I undertook really widened my knowledge...Yes, so I mean I really like that I got lots of training.

For the four alumni practising law, each identified postgraduate study as extending their capacity to contribute to specialised areas of law. These alumni all undertook undergraduate study in law in the Pacific region, developing their foundational skills to practice. Following their post-graduate studies in Australia all have developed specialist practice areas. Mr Leo now specialises in environmental law, Ms Thyna in trade law and intellectual property, and Mrs Kausiama in commercial law and freedom of information. Mr Kapapa went on to specialise in constitutional and administrative law and describes his scholarship as a turning point in his career trajectory:

My bachelor in Vanuatu was more generalised. But the one I did on scholarship was more specific and it's the one that led to my career today in administrative law, very helpful, I'm happy to say... Before going on the scholarship, I just dealt with small criminal cases and more of these contract cases, but now it's constitutional. I'll say it's different. I'm very proud of that.

Mr Leo also appreciated the flexibility to undertake cross-institutional study to pursue his area of interest in environmental law and identified this ability to tailor his coursework as enabling him in his work now.

Specialised postgraduate study has not only had an impact on the career outcomes of the alumni in this Case Study, it has also, in turn, enabled their contribution to Vanuatu's development priorities as alumni are returning with expertise in new areas of law that are continuing to develop in the relatively young jurisdiction.

4.3.2 Australian degree holders are recognised and respected in Vanuatu, affording alumni acknowledgement and increased opportunities

Three alumni discussed the benefits of holding an internationally respected and recognised Australian degree to their career progress post-award. In the Vanuatu legal sector and judiciary, there is a continuing practice of utilising international lawyers, judges, and consultants including AusAID (now DFAT) legal consultants to meet capacity needs. Mr Kapapa noted that with this brings a higher level of competition for

jobs and that having undertaken study in Australia has been beneficial in gaining respect for his skills and capacity:

And another very good thing about [the scholarship] is when you study there, then you tend to have respect from Australian lawyers. That's the best thing. You get that respect. But if I was just around here all my life, never did my masters in Australia, I don't think I would have that respect from my colleagues.

In the policing sector, Mr Kalman directly attributes his promotion to the senior level a result of postgraduate study at the University of Wollongong where he undertook units in transnational crime.

That's one thing good about Wollongong study. If I didn't take this scholarship, I wouldn't have been promoted to the senior level. But through this scholarship program, I was then promoted to inspector, so now I am a detective inspector still.

In the customs sector, and also experiencing similarly positive response following their Australian Government scholarship, The Hon Sala MP was promoted to the position of Deputy Director of Customs Operations.

These examples indicate that further training undertaken abroad is beneficial in building the capacity of Ni-Vanuatu to contribute at a higher level in their sectors. In sectors such as law and justice where there is competition with international practitioners, it can be a suitable step in meeting the capacity needs long-term. However, to achieve long-term sustainability in capacity development there is a need to build local capacity to teach at a postgraduate level (discussed in more detail later in this chapter).

4.3.3 Alumni return with advanced English language skills and increased confidence

With its 138 different indigenous languages, Vanuatu has the highest linguistic density in the world. While the official languages are English, French and Bislama, often Bislama is the language of instruction in schools and English is learned as a second language (Coleman and Thieffry, 2017). For two alumni in this Case Study, they identified the advanced English language skills developed on-award as a critical skill which has enhanced the quality of their work post-award.

In his work as a lawyer, Mr Kapapa saw immediate benefits following his studies in Australia. He attributes this to an increase in his confidence in English language skills, enhancing the quality of the documents he submitted in court:

If I was here I wouldn't have upgraded those [English skills]...Now I go to court, I write very useful submissions because of what? Because of this program... I never wrote projects when I was here. Since I came back from Australia, I can write out projects and do lots of other things which I never did before...Before going to Australia, you're struggling to draft a court claim.

Mr Kalman in his police work also saw immediate changes post-award in the quality of his reports:

The way we do reporting, some crafts and everything, it's more clear...You can't see all the commanders presenting reports like me. That is one thing I see, coming back from university, I see the changes.

Improved English language skills have also ignited in Mr Kalman an enthusiasm for writing, and since his return to Vanuatu, he has written historical books about his community and family.

4.3.4 Alumni's personal motivation to contribute to country and community

Two alumni identified a desire to contribute to the development of their country as the key reason for their application for an Australian Government scholarship. As similarly found in previous Facility Case Studies in Fiji and Nepal (Parker and Taylor, 2016; 2017), this value held by applicants can assist or underpin their ability to contribute to partner-country development goals. Mr Leo described his motivation as social responsibility and used this drive to ensure he was contributing post-award:

I was motivated to think that I would be a good candidate because when I come back I wanted to serve in the judiciary as a judge or, you know. So that actually motivated me. I thought when I completed my studies I would come back and work for the government, especially in terms of law and policy... So my interest was that, even though I was not able to go into the public sector, but I have some social responsibility, so I have to turn it around and invest that in the Vanuatu Environmental Law Association.

Mrs Kausiama also shared similar sentiments, describing her excitement when she received her Australian Government scholarship as she saw the possibilities of how she could return and contribute to change in the commercial and banking sectors.

4.4 Key challenging factors

The Australia Awards in Vanuatu are comparably small with approximately 15 scholars selected each year. However, the Australian High Commission staff are keenly aware of the complex issues regarding alumni reintegration and how best cater to all alumni needs. The Australian High Commission identifies alumni engagement as the best means of ensuring achievement of the objectives of the Australia Awards. They aim to do this through activities such as professional development and learning and providing a forum for collaboration to address commonly experienced workplace challenges.

Alumni identified a range of challenges to achieving progress in their careers. These are discussed below.

4.4.1 Absence of a national human resource development plan

Vanuatu does not have a national human resource development plan. Such a plan would identify future skill needs, develop approaches to succession of leadership (especially within the public sector) and design educational programs to align with future needs. Without such a plan, some alumni have returned from their scholarship 'ahead of the curve' with expertise that is not yet in demand or is not recognised. This barrier was apparent for the alumni practising law, where the jurisdiction in Vanuatu was regularly referred to as 'young' during Case Study interviews. The legal sector is continually developing in sophistication and precedence in its variety of cases, however, three of the alumni in the Case Study identified their specialist practice areas as not developed sufficiently to be fully utilised immediately on returning to Vanuatu.

Ms Thyna expressed that there was a lack of opportunity to practice in the area of trade law following her postgraduate studies specialising in this area:

There's a Trade Commission Office now. That's been set up and it's a new area. And then you would have to work for Foreign Affairs to be really involved in those issues...back then I had worked for the State Law Office and I was hoping to be involved in trade issues, giving advice and stuff. But I didn't get much. I mean, it wasn't a need then. We didn't have a lot of files for trade issues, so I didn't get to really practise the knowledge I got.

As a result of this barrier, opportunities for alumni to contribute to country development are restricted. In place of a national human resource capacity development plan by the Government of Vanuatu, the Australian High Commission staff involved in the Australia Awards in Vanuatu have implemented an innovative measure in the application process to ensure scholarships are well targeted. Ms Alison George, First Secretary for Education and Safer Communities explains how this is implemented:

The way we've structured the program in terms of targeting and selection, in the absence of any government human resources development plan...We try and align the priority areas of study to the aid program...when you're only selecting 15 people a year as well, that's why we rely on the advice from our senior program managers in their assessment. They're looking at merit, looking at how good a candidate is but also looking at how great the need is for what it is they want to study. So we rely on their knowledge of their sector to select.

4.4.2 Resistance to change in the workplace

Two alumni working in the public sector encountered a resistance to change when implementing new ideas post-award. Unlike other alumni in this Case Study, many of whom are entrepreneurs and have founded law firms, resistance to change in the workplace were a barrier for Mr Kalman and The Hon Sala MP.

Mr Kalman exemplified this in discussing his experience in trying to make changes when he returned from Australia:

One thing I've experienced from the Vanuatu police force, even though you've got good knowledge or even though you had good scholarship training and all this, you come back: they still see you down there. They look down on you.

To reduce this barrier there needs to be reintegration support and succession planning. While alumni are developing new skills and knowledge, the system they return to is often unchanged and applying their learning to this context, and convincing fellow and senior ranked colleagues is a challenge. Also identified in previous research by the Facility in Nepal (Parker and Taylor; 2017), preparing to return and planning with employers is integral to a smooth and productive reintegration.

4.4.3 Limited opportunities in the public sector

Although four alumni in this Case Study are practising lawyers and have established entrepreneurial opportunities for themselves, two of these alumni found themselves seeking this pathway due to limited prospects in the public sector. Ms Thyna left her position in the State Law Office due to limited opportunities to utilise her specialised skills in trade law. Mr Leo, despite concerted efforts, was unable to successfully enter the public service post-award as the State Law Office had a surplus of staff at the time. As a result, Mr Leo worked with a private law firm while he began establishing the Vanuatu Environmental Law Association, and identified the specific limitations of the Vanuatu labour market that have been inhibiting:

I think some of the barriers would be a smaller work force, unstable economy and inconsistent networking.

Limited opportunities can be a barrier for alumni to contribute to country development. However, the alumni in this Case Study have demonstrated a tenacity to seek out alternative options to be able to fulfil their career objectives and to create the opportunities to be able to work on issues they'd like to contribute to. Alumni from smaller economies would benefit from reintegration support that includes professional development targeted at entrepreneurship and networking to find innovative pathways to be able to implement their new skills and knowledge.

4.4.4 Lack of long-term local capacity development

The Case Study identified two barriers to achieving long-term capacity development. One relates to the Australia Awards itself and the current unavailability to undertake doctoral-level study. The other is the lack of capacity among Ni-Vanuatu at the University of the South Pacific (USP) to teach and supervise postgraduate students in law.

This was expressed by the Attorney General of Vanuatu who would like to see greater numbers of local academics teaching at the School of Law, USP:

We have the law school here. It's better we have locals who are qualified: doctors, professors, who teach in the law school. I studied in Papua New Guinea, and that's what I saw. They have local Papua New Guineans who are doctors and professors teaching in the law school ... [Here the lecturers are] mostly expatriates. We don't have the local resource. Of course we have locals working there but no doctors, no professors from Vanuatu.

Effectively closing the loop, locals with recognised doctoral degrees would be able to provide postgraduate level and continue the development of national human resource capacity locally. The Facility Case Study in Sri Lanka highlighted the role in which Australian scholarships had built such capacity in local universities and the subsequent transfer of knowledge to future generations (Edwards and Taylor, 2016).

5. Economic and Public Diplomacy Outcomes

Summary Findings

The sector of focus for this Case Study – the legal and justice – is one in which strong links and sharing of knowledge across jurisdictions are of particular importance. As such, the alumni in this Case Study provided examples of ways in which they have developed and maintained links with Australia through their professional pursuits.

Key examples of ongoing ties between Vanuatu and Australia included:

- relationships built with lawyers and law academics in Australia for advice and examples in case law that help in developing precedents within the Vanuatu judicial system
- development of specific networks in areas of law such as environment, trade and constitutional law that alumni specialised in during their scholarship
- networks with counterpart Australian agencies in areas of customs and transnational crime.

Key enabling factors

Factors identified that contributed to the ability of alumni to establish and maintain networks included:

- the nature of the sector in which alumni are working – the legal sector and the law enforcement specialities of these alumni implicitly require collaboration across jurisdictions
- a strong respect for Ni –Vanuatu with Australian law degrees within the legal fraternity in Australia and in the Pacific region
- familiarity with the Australian legal system, built by alumni through their study in Australia.

Key challenging factors

Factors that challenged alumni in maintaining or broadening networks or partnerships were:

- the intensity of the study and the nature of the degrees studied in Australia made it difficult for some alumni to find time and opportunities to forge links while on award
- ongoing professional development is an area which might enable alumni to harness further networks with Australia in the future. The recently established Vanuatu-Australia Awards Alumni Network is a potential conduit to further exploration of this idea.

5.1 Background

This chapter explores the evidence collected in this Case Study to discuss research question 2: 'How are Australia Awards contributing to Australia's economic and public diplomacy outcomes?' This question relates to the following long-term outcomes of the Global Strategy:

- alumni are contributing to cooperation between Australia and partner countries
- effective, mutually advantageous partnerships between institutions and businesses in Australia and partnerships.

The Australia Awards in Vanuatu understand the intention of these objectives. In an interview with Australian High Commission staff, one member noted that a key facet of the Australia Awards is:

about building people-to-people links, organisation links, those kinds of relationships between our two countries....Having good relationships with these people who we expect to be future leaders in Vanuatu across various fields [so we] can work with them to contribute to all aspects of our bilateral relationship.

5.2 Networks with the Australian legal sector

As noted in the introduction to this report, Vanuatu became an independent nation in 1980. As such, its constitution and legal sector are still developing. Due to this fact, the Vanuatu judicial system often relies on cases from other judiciaries in order to identify legal precedent and make rulings under Vanuatu law. Australia is a key partner-country in building the legal sector in Vanuatu. Mr Leo highlighted this context in his interview, noting that in the legal sector:

We need to rely on other positions that can actually have an effect on us, especially the precedents...Because we have a young legislation, we need to actually critique our own legislation with the Australian law and see the loopholes and the shortcomings of it.

As a result of this context, maintaining links with the legal sectors of other countries is a critical factor for the development of the Vanuatu legal system. Australia's contribution to Vanuatu through the Australia Awards is one enduring example of the way in which relationships between the two countries have been able to thrive. Most of the alumni and many of the stakeholders involved in this Case Study highlighted ongoing networks and links with Australian law firms, the Australian judiciary or Australian law academics as being important elements of their daily work in the legal sector.

Mr Kapapa explained how his relationship through the institution in which he studied on award has continued to help him, a decade on from graduation:

One thing about ANU is it helps to create networks...I'm still in contact with my lecturers, the professors. [I ask them] "What's your view on this?", [then they say] "I can forward to you this law firm. They can assist you with this." So it's a big network...We did masters together with some practicing lawyers, so we exchanged contact and that's there still

When asked about his award, Mr Leo also highlighted the benefit of gaining links to the Australian legal sector: 'I guess [one outcome is] networks that you're able to use

professionally, particularly when you returned to Vanuatu, like your lecturers or other law firms.'

Key stakeholders such as the Attorney General and the Chief Justice of the Supreme Court identify the cumulative impact of these relationships as having a sustained positive impact on the way in which law is developed and practised in Vanuatu. As noted in Chapter 4: Development Outcomes, the idea that the scholarships have 'opened doors' - as articulated by the Attorney General - references not only the way that alumni have been able to expand their careers on return, but also in this context it suggests the value of the scholarships in expanding networks.

5.3 Specific networks built on specialisation

The scholarships undertaken by the alumni in this Case Study helped each of them to expand their careers into new specialisations. The impact of this on development has been discussed in Chapter 4: Development Outcomes. These specialisations have also been a useful conduit for building and sustaining strong networks with Australians, and Australian organisations and the discussion below highlights some key examples of this.

Mr Leo's degree in Masters of Public Policy, specialising in environmental law, has resulted in his development of the Vanuatu Environmental Law Association (VELA). VELA has matured considerably in the past few years, to become a professional organisation with external funding. To get VELA to this level of professionalism, Mr Leo has found support and strong partnership from the Environmental Defenders' Office (EDO) in Sydney. He was:

invited by the Environmental Defenders Office in 2010 in Sydney. They actually invited me because they knew that I was working as the Chairman of the Vanuatu Environmental Law Association. I was invited there...and I was there for two weeks.

Mr Leo's colleague Albert Taufa who works as a legal officer at VELA, emphasises the constructive relationship Mr Leo has built with the EDO:

What Colin has done is help us partner with the EDO in Sydney, and so I've been having Skype calls with them, just setting the platform for our association now to move forward. And so lot of assistance is coming from them, and so I think Colin has paved for that for me to come in and just connect with them, EDO's office

Importantly for VELA, this help has equipped the association with the necessary governance and administrative support to be able to apply for funding. In the week the Case Study occurred, Mr Leo and Mr Taufa received the news that the Critical Ecosystem Partnership Fund had granted VELA funding. This was possible because VELA was able to meet the criteria for this funding. Mr Bright believes that this notable step in the life of VELA is significant: 'we are looking at a very huge future of opportunity'.

Ms Thyna's legal specialisation in trade law has also resulted in specific links and networks with Australian law firms who come to her for representation in Vanuatu on legal matters relating to the use of trademarks and copyright. Her colleague and brother, Mr Frederic Thyna highlighted this outcome: 'Companies interested in setting up here in Vanuatu have a firm here that will represent them' in defending their

trademarks in Vanuatu. For example, Ms Thyna's firm has helped Australian surf fashion brands to combat fake copies of their products sold through markets in Vanuatu and helped resolve trademark issues relating to the naming of a local beer company in Vanuatu.

Mr Kapapa also described how his specialisation has resulted in specific relationships within the Australian legal profession. For example, in his area of constitutional law, Mr Kapapa noted: 'Now I'm doing a case which I want to get a QC from Australia, and that's good, I can find one through this network.'

5.4 Networks with Australian counterpart agencies

Two of the alumni in the Case Study have ongoing links with Australia as a core part of their employment. Mr Kalman, through his work in transnational crime, has had strong collaboration with the Australian Federal Police (AFP) throughout his career. The Hon Sala MP likewise has worked closely with Australian Customs in his role as a senior customs official in Vanuatu. For both these alumni, their network with these Australian agencies had been formed prior to their scholarship.

However, there is evidence to suggest that these relationships were substantially strengthened because their time on award provided unique opportunities to interact with their counterpart agencies. During his scholarship The Hon Sala MP, worked alongside his counterparts: 'In Australia when I was there, I worked with the Australian customs...The network was very effective.'

For Mr Kalman, his interaction involved studying alongside AFP officers while at the University of Wollongong who he met on the first day. He recalled:

I was trying to pick them out, who was the AFP? So after the introduction we walked out of the classroom. They said, "Andrew, Vanuatu?"... "Yeah, yeah." "Come, come." There were four of them. [They said] "We know what you are capable of."

Both alumni noted that the relationships strengthened as a result of the scholarship have been enduring.

5.5 Enabling Factors

As noted earlier, the nature of the legal profession, which relies on precedents built through case law, necessitates a collaborative approach to work. In the case of Vanuatu, which has a relatively young constitution and legal system, the forging of relationships outside of the national system is even more important. As such, **Australia, with its proximity to Vanuatu is a natural partner**: 'Australia is just next door' (Ms Thyna).

Alumni in this Case Study noted that having **an Australian law qualification enabled partnerships** and ongoing collaboration with Australian law firms. Mr Kapapa emphasised that the respect he gained from Australian lawyers was a result of having an Australian qualification, and meant he had greater access to this group.

The Vanuatu Attorney General echoed the sentiments of a number of alumni when he noted the way in which the **Australian qualification broadens opportunities for networking**:

Those who had a scholarship, it's a great privilege going overseas to study, coming back. It opens up opportunities locally and internationally, everywhere. That's one of the greatest advantages you have. It opens up doors.

Relationships with Australians were also easier for alumni to establish on return because of the **familiarity with the Australian legal system** gained while on scholarship. Alumni mentioned the way in which they were able to more effectively interact with Australian lawyers post-award because of the specific knowledge of Australian law they gained on scholarship. As a result, the connections forged were likely to be more enduring and mutually beneficial.

Another factor in enabling alumni to maintain links was that for some, **established relationships with Australian organisations existed** prior to their Australian Government scholarship. This relates particularly in the case of The Hon Sala MP and Mr Kalman, who as noted above, both worked for Vanuatu agencies which relied on networks with Australians in the work they undertook in customs and transnational crime. Based on the information from these two alumni, their relationships with Australian agencies both during and following their scholarship was made easier by the fact there was already some familiarisation prior to studying in Australia.

5.6 Challenging factors

A number of alumni in this Case Study highlighted that during their degrees, there was little opportunity provided to develop networks and professional relationships specifically. Mrs Kausiama highlighted this issue when asked whether she had made professional networks while in Australia:

I don't think we had a chance to do that because our program itself was really intensive...you had to spend all your time researching and reading and doing your assignments on your own. So, no, I didn't [have a chance to establish networks].

This is a factor identified in the previous Kenya Case Study (Edwards and Capel, 2017) and viewed by the Australian High Commission in Port Vila as important to recognise when matching alumni achievements with the Australia Awards long-term outcomes. If **academic programs do not have specific opportunities to develop networks**, it is difficult for those on award to find time or resources to build professional relationships.

The Australian High Commission staff in Vanuatu mentioned an idea discussed with other Pacific Island Countries whereby scholarships in each field of education are clustered within one or two specific institutions. By concentrating groups of Australia Awards scholars in a similar program at the same institution, there may be greater potential for building more tailored networking opportunities into the academic programs of scholarship holders.

As highlighted in the box below, there appears to be a **strong desire from alumni for professional development opportunities tailored towards enhancing networks with Australia**. The Australian High Commission staff also identify this as being an important area for potential future investment, noting that there is a desire to move:

towards alumni engagement and professional development opportunities for alumni because think it would be continuing to build on their career opportunities. [It could potentially be done] across the region, and with support for alumni to go and speak at a

conference in Australia or in the region. But it would be an intense amount of work, which we don't have the capability to manage now.

Vanuatu – Australia Awards Alumni Network

During the Case Study, researchers met with members of the Vanuatu – Australia Awards Alumni Network (VAAAN). Established in 2016, VAAAN is a new network for alumni of the Australia Awards and predecessor Australian Government scholarship programs. In 2017 a committee was elected, and in the short time it has been established, there have been a number of events for alumni.

VAAAN has established a constitution with a clear mission statement that links to the outcomes of the Australia Awards. The constitution states:

'The mission of VAAAN is to bring together and empower its members to contribute to the growth and long-term development needs of Vanuatu and to maintain and strengthen links between Australia, Vanuatu and across the Pacific region.'

The Network receives support from the Australian High Commission in Vanuatu, which assists in funding and hosting activities. The High Commission staff involved in the Case Study see the role of alumni engagement as increasingly important, and one member of staff highlight the potential benefits derived from closer engagement with alumni:

'I have a very strong feeling about alumni. I kind of feel that they're like an army; they're there, that is just getting them moving. I think there can be significant changes.'

VAAAN has the potential to be a key vehicle for the professional development opportunities articulated by alumni in this Case Study. Office-bearers of VAAAN also identified this as important, with the Vice-President of the Association, Dr Sale Vurobaravu noting that VAAAN is now trying to tackle the challenge of identifying 'a way of aligning professionals that are [members of VAAAN] with colleagues in like-minded industries or sectors in Australia.'

With approximately 300 members spread across various industry sectors, the task of ensuring relevance and benefit to all alumni is a difficult one, but one which alumni and the High Commission in Vanuatu are committed to achieving. At their most recent meeting in Port Vila, approximately 80 alumni attended, an impressive feat and positive sign for the future given the relative infancy of the Network.

6. Views about Australia and Australian Expertise

Summary Findings

Alumni involved in this Case Study hold **strong, positive views about Australia** that were formed before, during and after their scholarships. During interviews alumni highlighted that:

- living and studying in Australia expanded their world view and broadened their perspective on a range of issues both professionally and socially
- they were proud to have an Australian degree and have promoted Australian education to others in their community
- they continue to use Australian expertise and practices learnt on award.

6.1 Background

How alumni view Australia, Australians and Australian expertise has been identified as an area of change sought through Australia Awards. An ambition that underpins the Australia Awards is that undertaking an Australian scholarship will result in outputs that include good quality education and training, along with alumni and their families having a positive experience of life in Australia. It is assumed that these factors will translate to the long-term outcome of alumni viewing Australia, Australians and Australian expertise positively. This outcome, in tandem with outcomes relating to development of skills, networks, cooperation and partnerships, will contribute to the goal of the Australia Awards that partner countries progress their development goals and have positive relationships with Australia that advance mutual interests.

The Case Study interviews with alumni provide an opportunity to test whether this outcome of the Australia Awards have been achieved in Vanuatu. Direct questions were avoided to guard against acquiescence response bias. Instead, the interview instrument included questions such as 'Can you tell me about your time in Australia and experience as a scholarship recipient?' And 'Have you ever drawn upon Australian expertise in your work?' These questions were determined as a more appropriate way to obtain a balance of views. The latter question was designed on the basis that use of Australian expertise in a professional sense is a good indicator of one's views about the quality and relevance of that expertise.

6.2 Broadening views

Across each of the alumni interviewed in this Case Study, a consistent theme about the benefit of their Australian experience in expanding their thinking was apparent. Alumni spoke about their experience of a cultural shift that came through a number of avenues, including in the way that they were taught and learned, the way they lived and the way

they interacted with others. It was apparent that this cultural shift underpins the warm feelings that alumni hold toward Australia.

The concept of broadening views was expressed in different ways by alumni, for example, Ms Thyna noted:

The benefits [of the scholarship] are the exposure that the students have had. It makes them realise that there's a world out there and they can think beyond their horizon and there's so much they can achieve.

Mr Bright articulated this with reference to Vanuatu culture in the following way:

When you are exposed, you see things differently and you come to understand why other people think differently, because the Vanuatu people have very strong customs and they always think that their framework of thinking is always right. But when you are exposed outside, then you see the world. It doesn't actually come from education alone; it also applies to the city, the way you see things, how people act and the surroundings, the planning, actually also has an effect on you.

The Attorney General reflected that the scholarship experience in Australia 'opens doors', emphasising, 'exposure does great things!', while the Chief Justice of the Supreme Court highlighted the changes that he sees occurring from this exposure: 'They are more assertive, more confident, especially the young, newly graduated students'.

6.3 Pride in the standards of an Australian degree

The esteem in which alumni held their degree from Australia was also a unanimous positive endorsement of Australian education. Mr Kalman has a significant sense of pride in his degree from the University of Wollongong: 'I am glad that I wore the graduation gown. I didn't think that I would wear this one day... In 2008 there was only one student from Vanuatu, not two – only me!'

Ms Thyna was equally proud of her achievement: 'you're proud every time you meet an Australian...you're proud of having studied there. And whenever someone talks about the University of New South Wales, it's like home because I've spent most of the time there.'

Alumni were not only proud of their achievement in gaining a degree, but also held very high regard for the standard of education they received from their Australian institutions. For example, The Hon Sala MP emphasised that he was particularly excited to have gained the scholarship because Australia was 'one of the best countries to apply for' in studying 'the way customs works in the 21st Century'. Similarly, Mrs Kausiama's spoke of how impressed she was with her first lecture in commercial law: 'it was just a one-hour lecture and everything – all in one. Wow, it's a skyrocket! Yes!'

Alumni transfer these positive experiences and pride to others within their communities and their profession. As noted in Chapter 7: Impact on equity issues, a number of the alumni involved in this Case Study holds some form of leadership position within their communities. The educational experience in Australia no doubt further enhances their standing in Vanuatu. It also contributes to the value and nature of the advice that they are able to provide, with some alumni speaking about encouraging others from within their communities to specifically target Australian scholarships because of the benefit

they had experienced. The Hon Sala MP provided an example of this: 'I advise people in my work place to apply and seek study opportunities from Australian Universities and through AusAID [now DFAT]'. He went on to explain that he has provided guidance through the application process, and then to successful recipients about what to do when they get to Australia.

6.4 Using Australian expertise

Earlier chapters of this report have provided specific examples of how the alumni involved in this Case Study continue to draw on Australian expertise in their work. Examples in the legal sector, in customs, and in transnational crime have been highlighted.

In addition to the examples already used, alumni spoke about some of the non-legal aspects of their degree that have they have used during their career. For example, The Hon Sala MP specifically mentioned the subjects in risk management that he undertook in Australia and is still being applied in the Customs Department: 'it's the way we do a risk analysis and risk management, it still applies'.

Others such as Ms Thyna and Mr Leo spoke about the way in which they draw on Australian expertise through the resources that they were exposed to during their degree. Essentially their understanding of the Australian legal system enables them to continue to research and find resources to assist them in their profession.

7. Impact of Australia Awards on addressing equity issues

Summary Findings

Gender:

Australia Awards in Vanuatu have undertaken a number practical steps to support gender equality and female leadership both formally and informally. One such activity is the Women in Leadership program developed to foster engagement with all alumni to involve alumnae in leadership.

Disability:

Australia Awards in Vanuatu are proactive in encouraging and supporting people with disability to apply for the Australia Awards. However, broader systemic issues within the education sector, particularly regarding access, can present an impenetrable barrier for these applicants to be eligible for a tertiary scholarship.

Wider social equity impact by alumni:

Alumni are leaders within their communities and part of a social network of support. Among those interviewed in the Case Study are women in church leadership positions, a chief, a member of parliament and others who provide support and guidance with their village.

7.1 Gender equality and disability inclusiveness in Vanuatu

A cross-cutting objective of the Australia Awards is to positively affect and supporting gender equality and disability inclusiveness. This section outlines the context of gender and disability in Vanuatu.

7.1.1 Gender

Vanuatu is a patriarchal society and this affects equality for women and girls at all stages of their lives from access to education and progression to leadership positions in the public and private sectors. Currently, there is no female representation in the parliament, although women are making headway and participating in business and private enterprises.

A critical issue facing women in Vanuatu is gender-based violence. Both Australian High Commission staff in Vanuatu and the country's Attorney General highlighted that this issue is pervasive and a significant obstacle to achieving gender equality. The statistics support this concern: about 60 per cent of the prison population in Vanuatu is incarcerated for crimes relating to sexual offence and assault.

Research by the Vanuatu Women's Centre (VWC) describes the gender-based violence as cyclical and with broader consequences to women's equal participation in society. Aspects of traditional culture hold a strong influence on the way both men and women perceive acts of violence against women and its justification. Gender-based

violence in Vanuatu is both physical and emotional. Research by VWC in 2011 uncovered high levels of gender-based violence across all sections of society:

Violence by husbands/partners occurs in all provinces and islands, and among all age groups, education levels, socio-economic groups and religions. Contrary to the expectations of some community leaders, rates of physical and sexual violence are higher in rural areas (63 per cent) than in urban areas (50 per cent). For most women who experience physical or sexual violence, it occurs frequently, and it is often very severe... For more than two in five women (42 per cent) who experienced physical violence, the violent incident has been followed by rape (Vanuatu Women's Centre, 2011).

Insight from the Australian High Commission and alumni in relation to violence against women suggest there is a small but growing shift in attitudes in recent years. Examples of change include increasing numbers of women holding higher levels of position in government ministries, and women elected to council through reserve seats at the municipal and provincial levels with discussions of reserve seats in the national parliament. Alumni and the Attorney General noted the growing move toward mainstream public discourse on gendered-based violence and dialogue regarding female representation in government as evidence of change in this area and hope for the future.

7.1.2 Disability

The mainstreaming of disability inclusion is a growing area of awareness in Vanuatu, however systemic issues of accessibility and support remains a limitation. The stigma associated with people with disability and their families' compounds problems of access as does poor infrastructure and limited government support.

From early years of childhood, people with disability face barriers to accessing education due to limited resources and capacity in the sector to provide inclusive education.

A joint research project undertaken from 2013 to 2015 using Vanuatu national datasets, identified only nine per cent of children with disability attend school, and that this rate was decreasing (Jenkins et al., 2015). It found that:

Barriers for children with disability accessing pre-school education have been identified as limited knowledge and understanding of disability amongst teachers, community leaders and parents; negative attitudes towards disability inclusion; the prohibitive cost of schooling; limited access to assistive devices; and inadequate transport options and disability accessible facilities. Similarly, limited resources impact negatively on the reach and quality of primary health care services, with spending on the health system lower per capita than most Pacific neighbours.

Australian High Commission staff emphasised these issues, describing the barriers to education as 'attitudinal', and emphasised a need for more:

encouraging [of] advocacy with communities and parents to ensure that their children are accessing education [and that there is] then funding for the education system, training for the teachers to be able to then accommodate and work with those children.

Mindset regarding capabilities of people with disability can also present a barrier to access to the workplace and career progression. A second study of national datasets collected by the Government of Vanuatu found barriers exist which prevent people with disability from obtaining employment outside the home and are more likely to be self-employed or working in a family business (UNICEF Pacific and Vanuatu National Statistics Office, 2014, pp. 6- 8).

Policy and governance-wise, Vanuatu is a signatory to both the Convention on the Rights of Persons with Disabilities (CRPD; 2006) and the Convention on the Rights of the Child (CRC; 1989) both of which protect human rights. At a national level, laws to support disability and precise information on the number of children with disability in Vanuatu are still developing.

7.2 Access to Australia Awards scholarships

Australia Awards in Vanuatu are aware of the need to support accessibility for diverse groups to enable access to scholarships and fellowships. Their approach to ensuring accessibility in the application stage emphasises their commitment to encouraging women and people with disability to apply.

7.2.1 Australia Awards targeting access for women

Despite the challenges for women discussed above, the Australia Awards in Vanuatu consistently achieve an overall gender balance amongst successful applicants. One alumna stated that the emphasis on gender balance was a key motivating factor for her application for an Australian Government scholarship:

Because I've always dreamed of having a Master's in law and I thought about applying to the Australian Government because I understood that it promotes gender equality and women would have more opportunity to get a scholarship.

However, aspects of gender inequality can present barriers for women's access to tertiary education opportunities. Participants in this Case Study identified a number of barriers to applying for scholarships including the practice of marriage dowry and subsequent female decision-making power in the relationship, physical and emotional violence, and cultural expectations which impede some women from aspiring beyond their 'traditional' role in the family. These barriers are largely beyond the scope of influence of the Australia Awards to address. However, the continually increasing number of alumnae offer strong examples of successful role models that could help to address mindsets and attitudes.

While the Australia Awards in Vanuatu are consistently achieving a gender balance for successful applicants, they have noted that within discipline groups the gender imbalance becomes apparent. During the most recent selection group interview rounds the Australian High Commission staff involved in the Australia Awards noted the gender stereotypes in applicants, with men dominating engineering and women the majority for health. In ensuring the Australia Awards maximise the impact the scholarship can have in gender equality, a goal of a gender balance within disciplines is encouraged, for both male and female dominated job sectors.

7.2.2 Australia Awards targeting access for people with disability

The Australia Awards in Vanuatu offers a range of different forms of access to information for people with disability. For example, in the application procedure questions include those designed by Washington Group on Disability Statistics which are designed to identify people with disability appropriately.

While the Australia Awards in Vanuatu seeks to support and enable people with disability to apply for a scholarship, there are broader systemic barriers which are beyond their scope of influence. Alison George, First Secretary for Education and Safer Communities, explains this barrier can be an impenetrable obstacle:

...the challenge...is: have they had the opportunities earlier in life to get a basic education to make them even competitive on academic merit to get a scholarship? I think that's a huge barrier, because we are really talking university studies, and you've got to have finished year 13 in most instances to be eligible.

7.3 Impact of Australia Awards on gender equality and female empowerment

The impact the Australia Awards has on its priority area of gender equality and female empowerment is influenced by the following factors identified in this Case Study:

- family and community support to enable access to scholarships and career opportunities
- the role of Australia Awards in Vanuatu post-award in supporting gender equality and female empowerment in the workplace
- the ability of the awards to help alumni change their perspective on gender equality.

7.3.1 Family and community support to enable access to scholarships and career success

When the two alumnae in the Case Study were asked about barriers to success in their careers and comparison to male colleagues who received a scholarship, neither alumna perceived their gender to be a barrier and instead identified individual skill and motivation as being key factors for success.

Both also mention their supportive family who encouraged them to achieve their dreams. Mrs Kausiama spoke fondly of the support her parents provided:

My dad...when I went back to the island to visit him before I left for Australia, said, "I believe you can do it." I said, "Yes, I believe in myself as well." And I went there. Though I left my kid and my husband here, I knew that I was going to do it.

Mrs Kausiama's reflections suggest that family support, particularly the support of her father, instilling self-belief and confidence are a key enabling factors in her academic and professional successes.

In identifying key enabling factors for alumnae to pursue their personal and professional ambitions, Ms Helen Corrigan (Senior Program Manager – Law and Justice) and Ms Patricia Fred (Program Manager – Governance) of the Australian High Commission in Port Vila concurred that family and community support were beneficial. They noted that female Ni-Vanuatu who benefit from supportive families and communities to achieve

their ambitions are potentially more likely to be high-achieving individuals regardless of the Australia Awards scholarship they received.

To ensure that the Australia Awards can fully reach a diversity of backgrounds and impact further gender equality and female empowerment the Australian High Commission should continue to support alumnae as examples of female leaders to encourage other potential female applicants who do not come from such support structures.

7.3.2 The role of Australia Awards in Vanuatu post-award in supporting gender equality and female empowerment in the workplace

The Australia Awards in Vanuatu is proactive in identifying and responding to alumnae needs post-award, through both formal and informal actions.

Formally, a Women in Leadership program has been developed to foster engagement and involve alumnae in leadership. This program has been a two-step process with an initial workshop with alumnae to identify barriers experienced in the workplace which has been used to inform and formulate specific activities to support alumnae to overcome these barriers.

Informally, as a result of strong networks within the public and private sectors of Vanuatu the Australian High Commission can communicate with alumni employers to support the reintegration process post-award. The Australian High Commission staff described an example of an alumna in a male-dominated field who was not able to utilise her post-graduate skills on return and shared this with the staff at the Australian High Commission. Following a conversation by these staff and her employer, a long-term plan was developed to support the alumna's career progress.

7.3.3 Studying in Australia has changed alumni's perspective on gender norms

One alumnus, Mr Kapapa described how he developed a broader perspective regarding gender norms and the impact this has had in his role as Chief in his village:

I am a chief's son, so we usually have a different perspective. I come from a traditional village where we usually say women are lower. But that has changed because we studied at ANU.

Accounts such as these demonstrate the transformative learning experience Australia Award scholars can have during their time in Australia. During their scholarship all scholars undertake units in gender to actively challenge their perspectives and to become champions of change. As the example of Mr Kapapa suggests, by developing a deeper understanding of gender equality through the Australia Awards, alumni can be stronger advocates in their roles post-award.

7.4 Wider social equity impact by alumni

All alumni in this Case Study are in positions of leadership within their community. Alumni perceived they were seen by their community and peers as leaders because of their academic and professional achievements, and while these positions cannot be solely attributed as a result of receiving an Australia Award, they offer an example of the 'ripple effect' that alumni experience post-award.

For example, Ms Thyna and Ms Kausiama hold leadership roles within the women in their communities. Ms Thyna is the president of the women in her church, a significant position within the strong Christian community within Vanuatu. In this role, Ms Thyna spoke about how she shares her experiences – drawing on knowledge from Australia, from setting up her own business and the support from her own family – ‘to give [women in my community] advice and to assist them in issues that they’re confronted with.’

Ms Kausiama shared her perspective that culturally there is an expectation to help others in the community:

In Vanuatu, there’s a lot [of people] back in the rural areas, and just a few of us in town have got some good jobs, so people back in the community...they ask you to help, so you help them. I think it’s part of our culture.

Similarly, Mr Kalman shared that his community seeks his help when needed and is a member of a male advocacy group supporting gender equality in the police force. Mr Kapapa’s experience of being Chief in his village is highlighted earlier, while The Hon Sala MP said that he ran for Parliament as a result of his community’s request:

I was actually asked by my electorate [to stand for Parliament]. I was recognised and they had seen my contribution to the community in terms of addressing their needs, and the locals see that as one of those that have graduated from one of the universities in Australia. They think that it is a bonus for them to vote for me into parliament.

The leadership of Mr Bright was strongly apparent within the legal sphere, through his establishment of the Vanuatu Environmental Law Association (VELA). While VELA has a clear role in developing legal capabilities within the profession, the ambition of Mr Bright and his colleagues goes well beyond the courtroom. With funding recently secured, they will be working outside the legal sector to develop practical, widely accessible community legal education.

8. Conclusion

This Case Study has found strong evidence of contribution by Australian Government scholarships to the development of the legal and judicial sector in Vanuatu. It has also revealed the positive influence of alumni through the leadership and support they provide within their communities.

The findings from the Vanuatu Case Study suggest that **Australia Awards Outcome 1 – that alumni are using their skills, knowledge and networks to contribute to sustainable development – is being achieved**. With a focus on the legal and justice sector, a range of evidence was identified to support this finding. For example, using knowledge gained on award, alumni in the Vanuatu Police Force and the Department of Customs demonstrate leadership and initiative to make changes and empower colleagues to implement improved practices. Furthermore, four of the alumni in this Case Study returned to Vanuatu with new specialisations in law that they have subsequently used to inform the constitution of Vanuatu, environmental advocacy through law, improved conveyancing practice and protection of intellectual property rights. The examples of alumni contributions support a range of national development priorities for Vanuatu. In particular, the role of alumni in contributing to objectives of Vanuatu 2030: The People's Plan has been highlighted in this report.

This Case Study also offered **strong evidence of support to Australia Awards Outcomes 2 and 3 – alumni contributions to developing cooperation, networks and partnerships between Australia and partner countries**. Alumni featured in this Case Study have strong ties with Australian law firms and legal academics, ongoing relationships with partner agencies in policing and customs, and specific networks in key areas such as environmental law. The networks identified in this Case Study represent the strongest and most consistently applied relationships with Australia that the Facility has found among the Case Studies it has conducted to date.

Alumni have been able to make these contributions and build networks due to a range of factors. These include the high respect given to Australian qualifications in Vanuatu, the strong English communication skills developed on award, the new specialisations that were acquired in Australia and the personal drive and motivation of individual alumni.

The Vanuatu Case Study also highlights the benefit of providing ongoing funding and resources for alumni to fully utilise their skills and knowledge. Barriers affecting career progress include an absence of a national human resource development plan, resistance to change in the workplace, limited opportunities in the public sector, and time constraints limiting the chance to build networks while on award. Also identified is a need for local university staff with doctoral level qualifications to ensure the ongoing sustainable capacity development of the legal and judicial sector.

Alumni have **strong positive views about Australia and Australian expertise, indicating an achievement of Australia Awards Outcome 4**. Alumni spoke fondly of their experience in Australia and actively promote Australian education among their

colleagues and communities. They highlight the new perspectives that their studying and living in Australia offered them and take pride in having an Australian qualification.

This Case Study also explored the impact of the Australia Awards on gender equality and female empowerment, and disability inclusiveness. The research found that the current Australia Awards is a strong advocate for these equity issues, with alumni recognising the way in which the **awards purposefully support gender and disability through the application process and post-award support**. A current highlight in this regard is the Women in Leadership program implemented by the Australian High Commission. This program promoting the inclusion and support of female leaders, is critical in Vanuatu where violence against women is the largest issue in the criminal justice system.

Alumni are agents of change in tackling serious issues that face Vanuatu, such as violence against women, environmental degradation and nepotism. Through various leadership roles, **each alum featured in this Case Study has a role in their community and their workplace in instigating change**. This includes through parliamentary representation, formal leadership as a chief, election as a church leader, and informal support as an experienced member of a community.

9. Alumni Profiles

Mr Colin Bright Leo

I am proud that I have founded the Vanuatu Environmental Law Association and it's on its feet and I'm really proud of it. I believe that one day a lot of environmental lawyers, human rights lawyers, will involve themselves in it.



Scholarship	Australian Development Scholarship
Years	2006-2007
Degree	Master of Public Policy (Development)
Institution	Australian National University
Field	Environmental Law
Current position	Layer, Leo Lawyers Barristers and Solicitors; Chairman, Vanuatu Environmental Law Association - Self-employed
Brief biography	<p>Mr Leo is the founder of the Vanuatu Environmental Law Association (2014) and a leading advocate for environmental protection in Vanuatu. Graduating with a Bachelor of Laws and Professional Diploma in Legal Studies from the University of the South Pacific, Mr Leo began his career working for the Public Prosecution Office, followed by an associateship with the Chief Justice of Vanuatu. He then spent three years in the private sector and received unconditional admission as a Barrister and Solicitor to the Supreme Court of Vanuatu in 2005.</p> <p>In 2006 and 2007, Mr Leo undertook an Australian Development Scholarship to study a Post Graduate Diploma in Public Administration and Master of Public Policy, specialising in Environmental Law at Australian National University. Following his return to Vanuatu, Mr Leo worked as a Senior Solicitor in a private practice, looking after civil, criminal and environmental litigation before establishing his own firm Colin Bright Leo Lawyers. In 2014, Mr Leo founded the Vanuatu Environmental Law Association. Mr Leo is active in his local community and has acted as a legal advisor for the National Council of Women, the Environmental Review of the Fish Processing Plan at Black Sands in Port Vila, and for UNICEF.</p>

Location at the time of the field research: Port Vila, Vanuatu
Date of the interview: 18 October 2017

Mrs Lenna Bule Kausiama (nee Mabon)

For me personally, I'm so grateful for the scholarship because I started my law studies at USP and [then] the Australian Government funded [my Master's degree]. So my parents were very grateful because the Australian Government came in to ease them from school fees. To go to Australia, when somebody is meeting your fees and allowances and everything, it's really a good thing, it's really a blessing to me and to my family.



Scholarship	Australian Development Scholarship
Years	2008
Degree	Master of Laws (Government and Commercial)
Institution	Australian National University
Field	Commercial Law
Current position	Manager Lending Support, National Bank of Vanuatu
Brief biography	<p>Mrs Kausiama is currently working as the Manager for Lending Support at the National Bank of Vanuatu and is one of two in-house lawyers providing legal expertise for the Bank. She is from the island of Pentecost and moved to Port Vila when she was accepted into the undergraduate law program at the University of the South Pacific. Mrs Kausiama received scholarships from the Australian Government and then the New Zealand Government to complete her bachelor and diploma in law.</p> <p>Following her graduation, Mrs Kausiama worked for nearly three years before applying for an Australian Development Scholarship to study Master of Laws specialising in government and commercial law at Australian National University. A one-year course, she graduated in 2008 and returned to Port Vila where she began working as a recovery officer with the National Bank of Vanuatu. Mrs Kausiama was promoted after one year to her current role as Manager Lending Support.</p>

Location at the time of the field research: Port Vila, Vanuatu

Date of the interview: 20 October 2017

Mr Andrew Kalman

I joined the police in May 1993 and in 2008 I undertook this scholarship. Before 2008, I thought I knew everything. But under this scholarship training, I learned more. My knowledge has been broadened through this scholarship program and I am glad that I wore the graduation gown. I didn't think that I would wear this one day....and even my family were very happy that I managed to graduate from the uni.



Scholarship	Australian Development Scholarship
Years	2008
Degree	Graduate Certificate of Transnational Crime Prevention
Institution	University of Wollongong
Field	Policing – Transnational Crime
Current position	Inspector, Vanuatu Police Force
Brief biography	<p>Mr Kalman is an Inspector in the Vanuatu Police Force in charge of the Uniform Investigations Unit. He is a career police officer, having joined the police force shortly after completing high school. Mr Kalman's skills as an undercover officer in large transnational criminal cases attracted the attention of the Australian Federal Police, who recommended him for a scholarship.</p> <p>In 2008, Mr Kalman studied at the University of Wollongong undertaking a postgraduate course designed to further his knowledge and skills in combatting organised crime across the region. The course also helped Mr Kalman rise through the ranks of the Vanuatu Police Force to become an Inspector.</p> <p>Since his scholarship he has served as Commander of numerous police units including the Transnational Crime Unit, the Professional Standards Unit, the Fraud Investigation Unit and the Uniform Investigations Unit</p>

Location at the time of the field research: Port Vila, Vanuatu

Date of the interview: 17 October 2017

Mr Robin Tom Kapapa

[My greatest achievement is] winning most cases! I am very proud of, government cases, constitutional cases. You have your name, and you feel like you have achieved what you have aimed for.



Scholarship	Australian Development Scholarship
Years	2008
Degree	Master of Laws (Government and Commercial Law)
Institution	Australian National University
Field	Constitutional and Administrative Law
Current position	Self-employed - Kapapa Lawyers
Brief biography	<p>Mr Kapapa is a lawyer working in the Vanuatu court system, he established his own law firm in 2012. Mr Kapapa grew up on the island of Tana, where he attended primary and secondary school. Following a law degree from the University of the South Pacific, he worked on criminal and civil cases, and was an Associate to the Chief Justice of the Supreme Court for a year.</p> <p>Mr Kapapa received an Australian Development Scholarship to undertake a Masters in Law from the Australian National University in 2008.</p> <p>On his return to Vanuatu, Mr Kapapa was able to diversify the complexity of cases he was able to take, moving into aspects of constitutional law and governance and achieving successful outcomes for a range of clients.</p>

Location at the time of the field research: Port Villa, Vanuatu

Date of the interview: 16 October 2017

The Hon John Silik Sala MP

I think the high level of qualification that I received from the Australian institution was recognised [by my community] and contributes to my leadership role...I continue to encourage students to be involved in education or to do their studies...I am already seeing the results of what I have been encouraging them to do.



Scholarship	Australian Development Scholarship
Years	2009
Degree	Master of International Customs Law and Administration
Institution	University of Canberra
Field	Customs Law and administration, and government
Current position	Member of Parliament & Parliamentary Secretary to the Ministry of Finance
Brief biography	<p>The Hon Sala MP is a Member of the Vanuatu Parliament, representing the Malekula Constituency since his election in 2016. Mr Sala MP grew up on Ahkamb Island, and undertook an undergraduate in commerce at the University of Technology in Papua New Guinea.</p> <p>He forged a career in the Vanuatu Customs Department before successfully applying for an Australian Development Scholarship. As part of the scholarship, The Hon Sala MP studied his Masters of International Customs Law and Administration at the University of Canberra in 2009.</p> <p>On his return to Vanuatu he was elevated to the position of Deputy Director of Customs Operations. The Hon Sala MP has maintained a strong connection with his community throughout his life and in the lead up to an election in 2016, members of his community encouraged him to run for election.</p>

Location at the time of the field research: via telephone

Date of the interview: 03 November 2017

Ms Christina Suzie Thyna

I'm the president of the women in our church...it makes me proud to give them advice and to assist in issues that they're confronted with. I'm also proud of having set up my own law firm... I think the studies in Australia contributed in one way or another...The benefits (of an Australian scholarship) are the exposure that the students have had. It makes them realise that there's a world out there and they can think beyond their horizon and there's so much they can achieve.



Scholarship	Australian Development Scholarship
Years	2009-2010
Degree	Master of Laws (International Business and Economic Law)
Institution	The University of New South Wales
Field	Trade Law
Current position	Founder and lawyer, Cornerstone Lawyers – self-employed
Brief biography	<p>Ms Thyna is a lawyer and entrepreneur, with her own legal firm, CornerStone Lawyers based in Port Villa .She was born on Malekula Island and studied law at the University of the South Pacific and the University of Moncton, Canada.</p> <p>Prior to going to study in Australia, Ms Thyna worked in a private law practice. Through her Australian Development Scholarship she studied a Master of Laws at the University of New South Wales with a focus on trade.</p> <p>On her return to Vanuatu in 2010 she resumed work with her previous firm before making the transition to the Vanuatu Governments' State Law Office. Passionate about practicing law, Ms Thyna established her own legal firm, and now works on a variety of legal cases including: trade, trademark and intellectual property issues.</p>

Location at the time of the field research: Port Villa, Vanuatu

Date of the interview: 17 October 2017

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Annex 1: Case Study propositions

Explanatory Case Studies require the development of propositions that are intricately linked to the original research questions. A proposition is a statement that helps direct attention to something that should be examined in a Case Study. The researcher has to make a speculation, on the basis of the literature and any other earlier evidence, as to what they expect the findings of the research to be. When a Case Study proposal includes specific propositions, it increases the likelihood that the researcher can limit the scope of study and complete the project. The researcher can have several propositions to guide the study, but each must have a distinct focus and purpose. The data collection and analysis can then be structured in order to support or refute the research propositions.

For the Facility, propositions were formed using the Global Strategy outcomes as the basis. Sub-propositions were formulated by speculating on the underlying assumption or enabling factors that realise the proposition. In alignment with the methodology, instruments will be designed to collect data that both support and refute the propositions.

- 1 Alumni use their skills knowledge and networks to contribute to achieving partner-country development goals²
 - a. alumni develop skills, knowledge and networks on award that enable and are used to contribute to achieving partner-country development goals
 - b. alumni understand, value and want to contribute to partner-country development goals
- 2 Alumni are contributing to cooperation between Australia and partner countries
 - a. alumni possess and are able to leverage their useful networks and relationships
- 3 Effective, mutually advantageous partnerships between institutions and business [have been developed] in Australia and partner countries.
 - a. alumni possess and are able to leverage their useful networks and relationships
 - b. partnerships that are developed are effective and mutually advantageous to participating countries
- 4 Alumni view Australia and Australian expertise positively

² This proposition differs from the Australia Awards Program Logic long-term outcome number 1 in order to link this proposition to the Goal of the Australia Awards Program. The use of the term 'partner-country development goals' instead of 'sustainable development' makes the proposition and ensuing questions more relevant and relatable to alumni.

- a. alumni's views are underpinned by their experiences in Australia
- 5 The benefits of receiving an Australia Award or scholarship are experienced equally by all recipients.
 - a. receiving an Australia Award or scholarship positively addresses, rather than reinforces, imbalances that are associated with gender and disability.

Annex 2: Key participant questions

Alumni

[Validation question]

We understand you received an Australian Government Scholarship to study [level, field, years], is this correct?

Could you please confirm your current role and organisation?

1. Can you please tell us why you applied? What was your motivation?
 - a. Were there any barriers to accepting a scholarships and coming to Australia? [e.g. employer support, family responsibilities]
2. Can you tell me about your time in Australia experience as a student?
 - a Did you make any professional networks?
 - b Thinking about the networks that you might have developed during your scholarship, were there any that were long lasting; that resulted in working together or connecting other people?
3. After you returned, what was your job?
 - a What skills and knowledge gained during your time in Australia have been applicable in your work?
 - b What are some of the things that made it possible for you to apply your skills and knowledge after you returned home?
 - c What were some of the things that made it difficult to apply the skills and knowledge you gained after you returned home?
 - d What do you think is needed to assist alumni to use their skills and knowledge when they return home?
4. What do you believe are the greatest benefits of the Australian Government scholarship program?
5. Throughout your career, in what ways have you used Australian expertise in your work?
 - a Can you give an example of this, such as Australian-developed practices, equipment, ways of working, processes, theory/theorists, consultants, journals, models, etc.?
6. Are you currently or have been a member of an alumni association? (University/Australian Government scholarship recipient/ADS)
 - a What was the name of the association?
 - b What do you get out of it?
 - c What more could alumni associations do for alumni?

- d If not (a member of an association) why not?
- 7. Can you describe an achievement that you are most proud of, in your work or community?
- 8. Compared with the males/females who have received a scholarship from (country x), how has your career progressed since returning home?
- 9. Have there been any barriers you have had to overcome to progress in your career?
- 10. Compared to peers similar to you but did not receive an opportunity to study overseas, do you believe there are any differences in how your careers have progressed?
- 11. (Supporting Interviewer) did you have any questions you would like to ask of (alumni X)?

Employers/colleagues – For interviews regarding an individual alumni

[Validation question]

Could you please confirm your role and organisation?

- 1. Could you please tell us how long have you known [Alumni X] and in what capacity?
 - a Did you know [Alumni X] before s/he received the scholarship?
 - b Were you his/her manager?
- 2. To your knowledge, what new skills and knowledge did [Alumni X] use [in the workplace following their studies in Australia]?
 - a Could you provide examples of how this was applied?
- 3. How did the organisation support X to use his/her new skills and knowledge after returning from Australia?
 - a Did you have a role in supporting [alumni X] to reintegrate following their scholarship?
 - i If so why? What did this involve?
 - ii If not, why?
 - iii Developing a reintegration/return to work plan?
 - b Did X return to the same role following their scholarship?
 - c Did they receive additional responsibilities after their scholarship?
- 4. In your view, how did studying in Australia impact [Alumni X's] career?
- 5. Have you or your organisation benefited from any networks or friendships between [country X] and Australia created by the [Alumni X] as a result of receiving an Australian Government scholarship?
 - a Please explain further; who and what?
 - b What about any other countries?

6. Are you aware of any other links [Alumni X] has created between people in [country X] and Australia as a result of receiving an Australian Government scholarship?
 - a Please explain further; who, what why?
 - b What about between people in [country X] and any other countries?
7. What more could be done to increase opportunities to create institutional links between Australia and your country?
8. How has having an Australian Government scholarship recipient in your organisation impacted how you view Australia and Australian expertise?
9. Do you draw on Australian expertise for your work?

Employers/stakeholders – For interviews regarding alumni generally

[Validation question]

Could you please confirm your role in (X organisation)?

1. How familiar are you with the Australia Awards?

[If YES; a suggested probe if needed]

- a Estimated, how many Australian scholarship recipients have worked for your [ministry/organisation/sector/field]?

[If NO; probe further with]

- b Do you know of anyone who has received an Australian Government scholarship in your [ministry/organisation/sector/field]?
2. Has your (ministry/organisation/sector/field) benefitted from any links or networks developed by Australian Government scholarship alumni?
 - a Do you have any examples?
 - b What have been the results of this?
3. Has having Australian Government scholarship recipients in your (ministry/organisation/sector/field) influenced the way you view Australia and Australian expertise?
4. Have Australian Government scholarship recipients established any links between your [ministry/organisation/sector/field] and organisations in Australia?
 - a If yes what has been the result of these links?
 - b Benefits to you?
 - c Benefits to your workplace?
 - d Benefits to your country?
 - e If no, why not?
5. Are you aware if alumni have presented any opportunities on return to link your workplace or any other organisation in your country with an organisation in another country?

- a If yes what has been the result of these links?
 - b Benefits to you?
 - c Benefits to your workplace?
 - d Benefits to your country?
 - e If no, why not?
6. What more do you think could be done to support links with Australian organisations?
 7. In your view, what has been the overall long-term impact of having Australian Government scholarship recipients in your [ministry/organisation/sector/field]?
 - a How has having a number of Australian Government scholarship recipients over a number of years influenced your department's ability to achieve its goals and /or objectives?
 - b With regards to skills and knowledge; i.e. changed practices, processes or systems?
 8. What are some of the things that make it easy or difficult for women to progress in their careers in your country?
 9. What are some of the things that make it easy or difficult for those with a disability to progress in their careers in your country?
 10. Comparing Australian Government scholarship recipients to their peers who did not receive an opportunity to study overseas, do you believe there are any differences in how their careers have progressed?

DFAT

[Validation question]

Could you please tell us about yourself and your role with the Australia Awards Program?

1. In your own words, what is the purpose of the Australia Awards Program?
 - a In your own words how does the Program achieve [points stated in the previous response]?
2. Based on your experience what would you say are the strengths of the Australia Awards Program?
3. How do you think alumni participation in the Australia Awards Program contributes to [Country X's] development goals?
 - a What evidence have you seen of this either personally or professionally?
 - b How do you think the program lead to benefits for both Australia and [Country X]?

4. In your opinion, how do you think an alumni's participation in the Australia Awards Program contributes to a positive relationships between [Country X] and Australia?
 - a What factors/events have informed this opinion?
5. How do you think the Australia Awards contributes to gender equality and disability inclusiveness?
6. What other barriers do you think Australia Awards alumni have to overcome to progress in their careers in [Country X]?
7. What do you think are the barriers to achieving gender equality and disability inclusiveness?
 - a Do you feel [barriers stated in the previous response] have changed over time?
 - b In what way?
 - c Any other barriers?
8. If you had the power to change things about the Australia Awards what would you make different?
9. That covers the things I wanted to ask. Anything you would like to add?

Alumni Association

[Validation question]

Could you please tell us about yourself and your role with the alumni association?

1. In your own words, what is the purpose of the alumni association?
 - a What sort of services does the association provide?
2. What is the most valuable contribution the association provides for alumni?
3. What are some of the challenges involved in running an alumni association for alumni who have studied in Australia?
4. What activities does the alumni association provide to support women to progress in their careers in your country?
 - a What have been the outcomes of the program/s?
5. What activities does the alumni association provide to support those with a disability to progress in their careers in your country?
 - a What have been the outcomes of the program/s?
6. In what ways does the alumni association enable alumni to form new professional and personal networks?

7. What activities does the alumni association provide to help alumni remain connected to each other through face-to-face activities and social media?
8. How does the alumni association support alumni to remain connected to Australia?
9. What role does the alumni association play in fostering cooperation between your country and Australia?
10. What do you think should be done to assist your alumni association to contribute to greater cooperation between Australia and [Country X]?
11. Is the alumni association partnered with any institutions and businesses in Australia?
 - a If yes, what has been the result of these links?
 - i Benefits to you/association?
 - ii Benefits to alumni?
 - b If no, why not?
12. What more could be done to increase opportunities to create institutional links between Australia and your country?
13. How does the alumni association promote Australia and Australian expertise?

Gender Equality and Disability Inclusiveness Experts

Gender Equality

1. How does gender impact career?
2. What barriers are there to achieving gender equality?
3. What could or should be done to improve gender equality?
4. Compared with males who receive a scholarship to study overseas, how do you feel women's careers progress? [for DFAT or those with knowledge of scholarships]

Disability Inclusion

1. How does disability impact career?
2. What barriers are there to achieving disability inclusion?
3. What could or should be done to improve disability inclusion?
4. Compared with others who receive a scholarship to study overseas, how do you feel people with disability career's progress? [for DFAT or those with knowledge of scholarships]

Annex 3: Vanuatu Case Study participants

Type	Date	Name	Position or Degree
Alumni	16/10	Mr Robin Tom Kapapa	Self-employed - Kapapa Lawyers
	17/10	Mr Andrew Kalman	Inspector, Vanuatu Police Force
	17/10	Ms Christina Suzie Thyna	Self-employed - Cornerstone Lawyers
	18/10	Mr Colin Bright Leo	Self-employed - Leo Lawyers Barristers and Solicitors; Chairman, Vanuatu Environmental Law
	3/11	The Hon John Silik Sala MP	Member of Parliament & Parliamentary Secretary to the Ministry of Finance
	20/11	Mrs Lenna Bule Kausiama (nee Mabon)	Manager Lending Support, National Bank of Vanuatu
Alumni employers or colleagues	18/10	Mr Albert Taufua	Project Coordinator, Vanuatu Environmental Law Association
	17/10	Frederic Thyna	Lawyer, Cornerstone Lawyers
Australian High Commission Vanuatu	16/10	Susan Kaltovei	Scholarship Program Manager, Australian High Commission, Port Vila
	16/10	Alison George	First Secretary, Education and Safer Communities, Australian High Commission, Port Vila Overseeing scholarships and alumni, policing, justice and gender equality
	17/10	Helen Corrigan	Senior Program Manager – Law and Justice, Australian High Commission, Port Vila
	17/10	Patricia Fred	Program Manager – Governance, Australian High Commission, Port Vila
Other stakeholders	17/10	Hon Vincent Lunabek	Chief Justice of the Supreme Court, Vanuatu
	18/10	Arnold Kiel Loughman	Attorney General, Vanuatu State Law Office

Type	Date	Name	Position or Degree
	19/10	Dr Sale Vurobaravu	Vice President, Vanuatu-Australia Awards Alumni Network/ Physician, Port Vila Hospital
	19/10	Barabra Sese	Committee Member, Vanuatu-Australia Awards Alumni Network
	19/10	Pamela Carlo	Committee Member, Vanuatu-Australia Awards Alumni Network
	19/10	Regina Richard Andrew	Committee Member, Vanuatu-Australia Awards Alumni Network

