

**Institution:** University of Oxford

**Unit of Assessment:** 22B Development Studies

**1. Unit context and structure, research and impact strategy**

**1.1 Unit context and structure**

Development Studies research at Oxford aims to understand the economic, political, historical and social structures and processes that drive change and underpin inequality and deprivation in the Global South. We aspire to influence the theory, analysis and practice of development worldwide to benefit disadvantaged people and countries. To achieve these goals, we build partnerships with academics, development practitioners, international institutions and local organisations across the world.

UoA22B is centred on the Oxford Department of International Development (**ODID**), one of the constituent graduate departments of Oxford’s Social Sciences Division (**SSD**). We work closely with development economists at the Blavatnik School of Government (**BSG**) and researchers at Oxford colleges; in total eight are included in this submission (15.7% of total FTE).

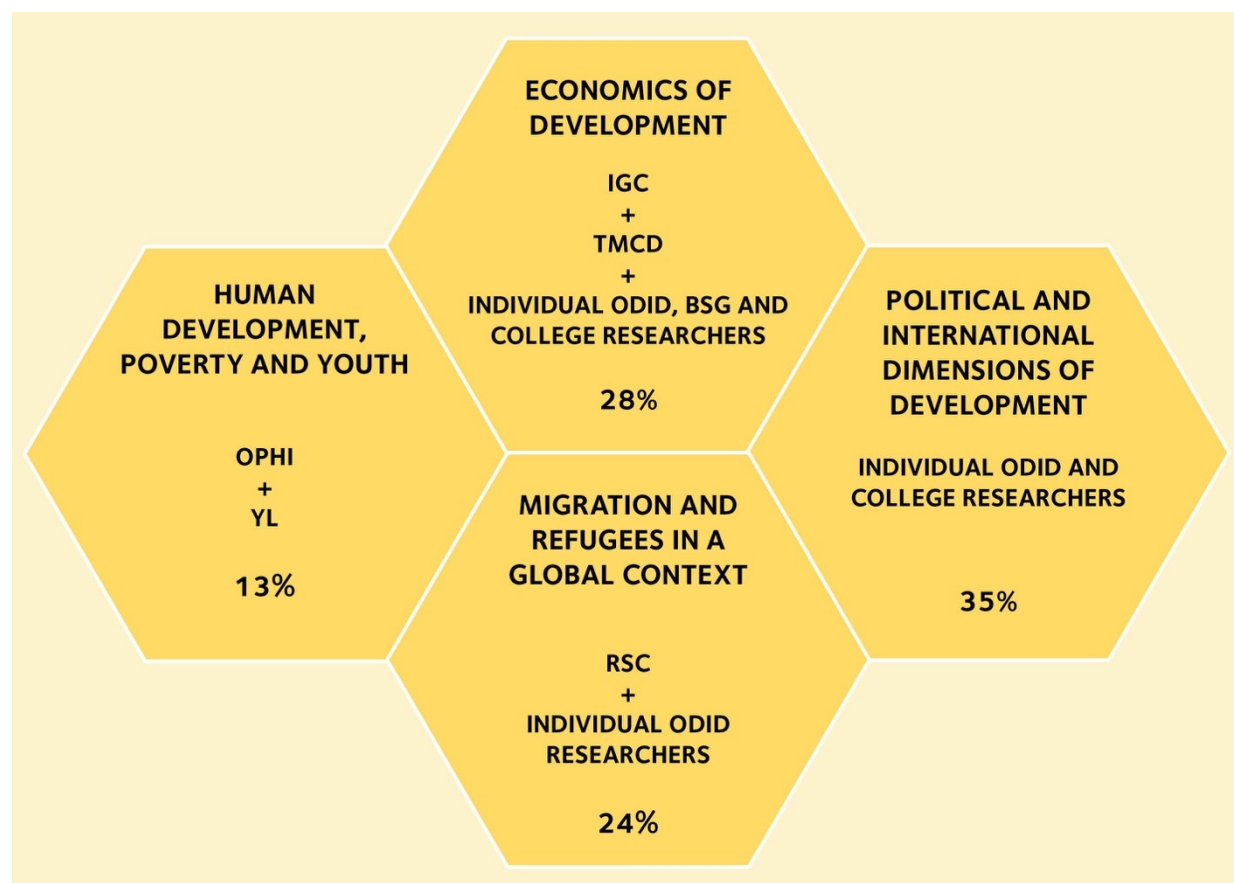
UoA22B-CatA	Headcount	FTE
REF 2021	51	49.15
REF 2014	47	44.13

Research and impact collaboration by Category A staff and doctoral students cover most regions of the Global South:



UoA22B's research addresses **four themes** that bring together five externally-funded **Research Groups** — International Growth Centre (**IGC**), Oxford Poverty and Human Development Initiative (**OPHI**), Refugee Studies Centre (**RSC**), Technology and Management Centre for Development (**TMCD**) and Young Lives (**YL**) – and a number of **individual researchers**, as shown in the diagram:

**ODID Research Themes  
(UoA22B-CatA: FTE%)**



Research under these themes has grown significantly since REF2014, with several new areas arising from new appointments, external funding and researchers' changing engagement with development challenges.

**Economics of Development** and **IGC** benefitted from new appointments – *Doss*, *Krishnan* and *Woodruff* (replacing Dercon as statutory professor) – and by ever-stronger links with development economists in other departments, notably **BSG**, particularly through the Centre for the Study of African Economies that straddles ODID, Economics, and BSG. Researchers study land and labour markets; trade and firm productivity; macroeconomic policy, public investment and debt. Much of this is supported by major new funding (Section 3.1): research on firms in the garment sector in Bangladesh (*Woodruff*); project on structural transformation and economic growth (*Gollin*); much expanded research in **TMCD** on technology and innovation in developing countries (*Fu*),

which has helped formulate policy in African countries and changed the global agenda through UN institutions (Impact Case-3).

Research on **Migration and Refugees in a Global Context** at RSC has gained international prominence with ground-breaking research on refugee economies and humanitarian innovation (*Betts, Easton-Calabria, Omata, Sterck*), influencing governments and UN agencies to adopt a new approach to refugee integration (Impact Case-1). New research includes immigration law (*Costello*), asylum and deportation (*Gibney*), and an innovative project on refugee shelter, "Architectures of Displacement" (*Scott-Smith*). As external funding ended, the International Migration Institute transitioned into an international research network in 2017, in collaboration with the University of Amsterdam. Meanwhile, research on international migration was boosted by two new permanent appointments: *Landau* working on urbanisation and mobility, and *Andersson* on borders and security.

Research on **Human Development, Poverty and Youth** has gained enhanced global profile and expanded in new directions. **OPHI** won the Queen's Anniversary Prize. Thanks in large part to OPHI's Multidimensional Poverty Index (MPI) research, the UN now recognises eradicating poverty "in all its forms and dimensions" as an indispensable requirement for sustainable development (Impact Case-4). **YL** has won substantial further funding from several sources (including £9.4million from DfID) to extend their multi-country longitudinal research from children to youth, as their original child cohorts have grown older (ages 19 and 26), and into new areas such as sexual, reproductive and marital relationships, mental health, education, and, particularly, skills and work to address the crisis of youth employment. Evidence from YL's research has led to changes in policy and law in India, Ethiopia and Peru (Impact Case-2).

Research on **Political and International Dimensions of Development** has benefitted from new appointments (*Bolt, Chigudu, Gledhill*) and research grants (Section 3.1). Research spans sociological, anthropological, historical, human geography and political economy approaches and is marked by detailed in-country studies, focussing on analysis from the vantage point of the disadvantaged, linking micro and macro politics. New research addresses growing struggles over natural resources, land and labour in Africa and India (*Bolt, Chatterjee, Goodwin, Sud*); political economy of rising inequality (*Sánchez-Ancochea*); global health politics and epidemics (*Chigudu, Pailey*); religious identity and politics in Africa, the Middle East and India (*Bano, Friedrichs, Gooptu*); urban politics, violence, gender, youth and new forms of work in South Asia (*Gooptu, Jackman*); state control, law and political mobilisation in Africa (*Alexander, Hodgkinson, Verheul*). New research on international dimensions includes conflict and peace-making (*Gledhill*) and politics of digital surveillance, diplomacy and cyber-terrorism (*Bjola, Manokha*). A recent initiative is to explore the limits of the North-South binary in development studies (*Sánchez-Ancochea, Sud*).

## 1.2 Research and impact strategy: 2014 onwards

UoA22B's **overarching strategy** is to develop innovative research approaches and set new agendas in development studies by nurturing the intellectual strengths and analytical interests of researchers, while simultaneously addressing the needs of research users, as well as informing and influencing public and private development actors, at national and international levels.

Our researcher-led approach offers staff flexibility, autonomy and support to develop their projects and address development challenges, by accessing appropriate funding and collaboration opportunities and by exploring new methodologies and research questions. For example, to shape national and global pandemic responses, OPHI swiftly accessed COVID-19-related research funding to analyse country-level microdata from global MPI databases and published a briefing paper, with data and results for 5.8 billion people in 103 countries. Similarly, YL collaborated with their country partners in Ethiopia, India, Peru and Vietnam to rapidly transition to phone surveys for research on work and also generated new data and insights into the effects of COVID-19 on health, household dynamics and employment.

UoA22B's detailed **six-point strategy** consists of:

**ONE:** Support researchers to pursue their own research agenda, promoting research leadership, career progression and early career capacity building within an inclusive research culture.

Since 2014, with departmental support, our researchers at all career stages have extended their research portfolios significantly through competitive grants and fellowships (three ERC, 19 UKRI, five British Academy, one Royal Society, three Leverhulme, four Marie Curie, seven DfID). New research has also been enabled by diversifying and expanding the number of our funders by 35% since 2014, in line with the planned strategy set out in our REF2014 Environment statement. This has earned researchers at all career stages external recognition for excellence (Section 4.3) and facilitated research leadership. We have also created and recruited to three new Associate Professor posts. Our strengthened leadership (following the strategy set out in REF2014) has been recognised by the University conferring professorial titles on seven researchers (six Associate Professors and one PI of a major externally-funded project: *Bano, Betts, Costello, Gibney, Krishnan, Landau, Sánchez-Ancochea*) and by external bodies: *Betts* – selected Young Global Leader 2016 by World Economic Forum and named Leading Global Thinker by *Foreign Policy* in 2016; *Scott-Smith* – selected AHRC-BBC New Generation Thinker in 2020 for bringing research to broader audiences.

Continuing and enhancing our strategy set out in REF2014, we attach high priority to mentoring and career development of Early Career Researchers (ECRs) as well as other researchers at various career stages on fixed-term contracts, with an emphasis on

gender equality (Sections 2.1-2.2). We have supported ECRs on externally-funded projects to secure funding to move to their own independent research (*Godin* and *Pailey* won British Academy and Leverhulme Fellowships, respectively; *Easton-Calabria* secured her own funding as a PI). Over the REF2021 period, we have built capacity by supporting 12 competitively-funded postdoctoral fellows (BA, ESRC Future Leader, Leverhulme, Marie Curie) (e.g., *Godin*, *Pailey*, *Verheul*) and employed 24 Departmental Lecturers in career development posts with an emphasis on research (e.g., *Chatterjee*, *Goodwin*, *Hodgkinson*, *Irfan*, *Jackman*, *Klymak*, *Manokha*).

**TWO:** Promote multi- and interdisciplinarity and plurality, as key to achieving research innovation.

Our researchers are drawn from multiple disciplines, pursue a plurality of analytical approaches, publish in a variety of disciplinary and interdisciplinary journals, and often co-author with researchers within and beyond Oxford (half of our REF2021 outputs are co-authored). Research groups and themes are designed to address a wide range of research questions by bringing together multiple methodologies and theories drawn from intersecting disciplines. E.g., YL and those researching refugee economies use methods ranging from ethnography to quantitative surveys and perspectives from economics, politics and anthropology. Those working on the politics of development approach it through multiple disciplines, as noted above. In recent years, researchers have started exploring new methodologies and questions pertaining to data science and digital technology: e.g., understanding rural-urban migration in Sub-Saharan Africa using global positioning data from mobile phones (*Gollin*); examining digitally-enabled business models to promote economic inclusion (*Fu*); investigating digital tools and social media in the conduct of diplomacy (*Bjola*).

Interdisciplinarity is advanced through the joint supervision of around 30% of our doctoral students, often with staff in other departments. In addition, we collaborate closely with other Oxford departments and higher education institutions across the world (see Section 4.1). We also foster cross-disciplinary research interaction through a number of departmental activities. These include five regular seminar series organised or co-organised by the department, on diverse topics explored from multiple disciplines; meetings on specific topics (e.g., violence/conflict, education/skills, religion, work) with researchers contributing from different disciplines; and public lectures on “Frontiers of Development”, exploring how various disciplines approach “development”.

**THREE:** Form collaboration for both research and impact on a footing of equality.

We emphasise the importance of non-hierarchical partnerships, being mindful of North-South power asymmetries in the production and use of knowledge. To this end, we have organised departmental ethics training on collaboration and impact pathways, and held an international symposium (December 2013) on North-South relations with academics

and policymakers from the Global South, including Srivastava, Chair, Centre for the Study of Regional Development, Delhi; Aryeetey, Secretary-General, African Research Universities Alliance; Lyakurwa, Chair, Tanzania Investment Bank; Lim, Director, China Economic Research and Advisory Programme; Gray Molina, Chief Economist, Regional Bureau for Latin America, UNDP.

Our researchers are part of extensive academic and policy networks across the world, through which closer research and impact collaborations develop organically (Section 4.1). New research grants are used strategically to forge partnerships for comparative, interdisciplinary research and impact: e.g., *Gollin* co-directs the “Structural Transformation and Economic Growth” project (DfID), involving the African Centre for Economic Transformation (Accra), Yale, Notre Dame and Gröningen; *Gooptu*’s project on urban gendered violence in Delhi and Johannesburg (ESRC) is with Cambridge, Delhi, Johannesburg and Kampala (Makerere).

We have finalised discussion with the University of Witwatersrand on a shared appointment for *Landau* to develop collaborative research on migration, to be based at the newly-launched “Oxford-Wits Mobility Governance Lab”. This is a pioneering initiative at Oxford to enhance formal collaboration with a Global South partner.

Our research partnerships involve co-production of knowledge and capacity building with local organisations and communities. *Sud* used innovative methods to generate knowledge for her research on land struggles in India through workshops held with local communities of producers, workers, activists, journalists, singers and cartoonists in non-metropolitan India. *Alexander* collaborates on historically-oriented knowledge production with public intellectuals, journalists and liberation war veterans in Bulawayo, locally publishing memoirs, oral histories, biographies. She co-founded the *Zimbabwe Historical Review* journal in 2019-20, intended to disseminate knowledge produced in southern Africa. *Betts*’ project in Ugandan refugee camps, with UNHCR, Ugandan government and Makerere University, involved 42 refugees who were trained as peer researchers, enabling them to become co-creators of research knowledge and, in some cases, to go on to new employment or further study, drawing on the skills they had acquired (Impact Case-1).

To further promote research collaboration, our departmental visitors’ programme has welcomed 187 researchers in the REF period. These ranged from former President Santos of Colombia as Visiting Professor working on a book with OPHI, to mid-career researcher Kaihua Chen collaborating with *Fu* on publications and subsequently being promoted to full professor at the Institute of Science and Development, Chinese Academy of Sciences, to PhD students Ferri from Italy (Erasmus programme) and Gazeaud from Portugal, mentored by and co-authoring papers with *Bano* and *Sterck*, respectively. Cambridge architect Mark Breeze’s visit led to collaboration with *Scott-Smith* on the “Architectures of Displacement” project and new funding (AHRC).

ODID staff have developed collaborative research through Visiting Fellowships offered to African researchers by the University-wide GCRF-funded Africa-Oxford Initiative (AfOx): e.g., *Crivello* with Abuya (Kenya) on girls' education; *Landau* with Sukuna (Mali) on local governance of mobility. We now propose to jointly fund Visiting Fellowships with AfOx.

We encourage partnership through advisory work to help shape development agendas: e.g., *Fu* contributed to UN policy on innovation by serving on the High-Level Advisory Group of the UN Technology Facilitation Mechanism (Impact Case-3); *Adam* served on the IGC-DFID/FCDO COVID-19 advisory group on macroeconomics; *Sánchez-Ancochea's* co-authored papers for UNDP informed the *2019 Human Development Report* on inequality.

**FOUR:** Support our externally-funded research groups to conduct policy-focussed research by forming partnerships that integrate research with policy-influencing infrastructures and processes from the outset.

Research groups specialise in policy-oriented work and forge impact-focused partnerships with in-country researchers in the Global South as well as stakeholders in international institutions, national governments and local organisations. This, along with extensive departmental support, described below, has led to our REF3 Impact Cases:

Impact case	1: Transforming the role of refugees in host economies	2: Banning corporal punishment in Peru and reducing childhood violence internationally	3: Transforming global and national policies on innovation in LICs	4: Transforming how international and national policymakers measure and tackle poverty
PI	<i>Betts</i>	<i>Boyden</i>	<i>Fu</i>	<i>Alkire</i>
Research group	RSC	YL	TMCD	OPHI
Collaborators, partnerships	UNHCR, DFID, World Bank, EU, Jordanian government, Colombian government	UNICEF-Innocenti, GRADE – thinktank in Peru	UNCTAD, UNIDO, UN DESA, government of Ghana, Science and Technology Policy Research Institute in Accra	UNDP, national governments, World Bank

This impact-oriented approach has generated new engagement with business. OPHI launched Oxford's first ever social enterprise innovation spinout, sOPHIa, using the business Multidimensional Poverty Index (bMPI) to monitor and tackle employees'

poverty. The bMPI has been adopted by 45 companies in Costa Rica, and has begun trials in Guatemala and Colombia.

RSC and OPHI Summer Schools give rise to research and impact partnerships. They draw around 70 participants from up to 35 countries, coming from government, NGOs and international organisations. Participants in OPHI Summer Schools (held in Oxford and partner countries) have subsequently solicited collaboration to develop national MPIs (Impact Case-4); a participant from Costa Rica (Aguilar) collaborated to develop and implement the bMPI, eventually leading to the creation of sOPHIa; an RSC participant (Porrás) facilitated connections with the Ecuadorean government in responding to the Venezuelan refugee crisis (Impact Case-1).

**FIVE:** Continue to expand our support for impact and embed a culture of impact at all levels.

To offer leadership on impact, *Betts* has been appointed a University Public Engagement with Research (PER) Leader. Impact is institutionally supported by an expanded team (Section 3.2); they provide training and bespoke advice – particularly on impact pathways and funding (Section 3.1). This support has helped to generate the research impact of several researchers (Sections 4.1-4.2), and notably of *Alkire*, *Betts*, *Boyden* and *Fu* (REF3 Impact Cases).

We nurture a culture of impact by celebrating and recognising impact work. Staff and students are supported to apply for awards, leading to **11 impact, PER and innovation awards and commendations** from within and beyond the University. This includes two ESRC Celebrating Impact Prizes at very different career stages: OPHI Director *Alkire* and ESRC Future Leader Owen. Impact work is also celebrated through our websites, publicity material, social media and the University's Press Office.

To enhance student research impact, the Divisional Researcher Development Team organises impact collaboration and policy engagement workshops. We strongly encourage students with both training and funding: e.g., ESRC funding supported Philip to draw on his research on young men in India to offer inputs to the Global MenEngage Network on masculinities and to contribute to an outreach programme for rural men with a Delhi NGO; Jaju and Naka were supported with departmental and University funds to make a documentary based on their research on everyday state-citizen interactions in India.

**SIX:** Recruit and support the career development of high-calibre international and UK doctoral students as a central component of our capacity building.

We have enhanced training and support for students (see Section 2.5). Recognising that funding is critical to recruitment and the provision of on-course support for progression



and career development, we made significant additional investments, with just under £250,000 in 2013-14 rising to just under £400,000 in 2019-20.

### **1.3 Research strategy setting and governance**

ODID's research strategy is discussed and adopted during the University's review of the department every 5-7 years, involving extensive consultations with different researcher constituencies: permanent staff, fixed-term researchers, ECRs, students. The previous strategy, set in 2010, was reviewed and revised in 2017, incorporating the recommendations of the SSD review committee, such as greater inclusion of ECRs in committees. The strategy is monitored and adapted once a year at the time of the annual divisional review of departmental plans.

The responsibility for implementing and monitoring this strategy rests with the Departmental Management Committee (DMC), consisting of staff at various career stages and chaired by the Head of Department (HoD), who also acts as the Research Director. DMC oversees the committees for graduate studies (doctoral students), safety (fieldwork risk assessment and insurance), research ethics, and equality and diversity.

Our research governance has become more inclusive since 2014. DMC has been extended to include a representative of ECRs and fixed-term research staff. The Departmental Forum was formed as a more inclusive body – comprising all academic and research staff, as well as student representatives – in place of the erstwhile Departmental Committee, consisting of senior academics.

DMC takes research-related decisions and measures through ongoing and inclusive consultative processes that work at different levels: termly meetings of the Departmental Forum; departmental “away days” held every two to three years; and the HoD's individual annual meetings with all independent researchers and termly meetings with ECRs as a group and with student representatives. These consultative mechanisms feed into dynamic and responsive decision-making and implementation by DMC. Recent measures arising from these processes include the creation of a new Associate Professor post, in response to “away day” discussions on augmenting doctoral supervision capacity and better management of the teaching-research balance of current staff. Similarly, additional support staff, for grant application and management as well as impact and outreach, have been appointed in response to discussions on researchers' growing needs (Section 3.2).

### **1.4 Future research and impact strategy**

While maintaining the essential features of our strategy, we will focus on a number of priorities identified during departmental consultations. We will:

- support staff to develop research on the environment across all research themes, and promote institutional and research practices to reduce our carbon footprint. First steps have been taken by investing in digital technology for research and introducing an innovative research-led module on climate change in our MPhil, co-taught by eight academics from different disciplines. This aims to generate collaborative research among staff and encourage student projects, leading to doctoral research;
- expand research on interactions and comparisons between the Global North and South, through strategic collaboration with the Oxford School of Global and Area Studies;
- advance the equality, diversity, anti-racist and decolonial agenda in our staffing, institutional and research practices, as well as augment collaboration with Global South researchers through funded visitors' programmes;
- continue to diversify funding sources in order to support the majority of researchers and to build resilience and mitigate the effects of Brexit, pandemic shocks and changes in UK aid policy;
- further extend our impact engagement beyond governments and international agencies to social movements, local communities and grassroots beneficiaries.

### **1.5 Open research agenda**

We aim to ensure the widest possible access to our research and work with the University to make all research open access. We have made major datasets publicly available (YL's household and child surveys; OPHI's global MPI databank) and developed tools to present research outputs and data in accessible formats, particularly for the Global South. YL is considered one of four University-wide exemplars of good practice in advancing the University's Open Scholarship agenda, adopted in Oxford's 2018-23 strategy. Published in English, Arabic, Spanish and French, RSC's *Forced Migration Review* is a freely-available online and print journal that acts as a bridge between research and practice. We actively contribute to the Oxford Research Archive – University's online institutional repository of outputs (including theses) and research data. Researchers are trained and supported by the Data Manager in the Social Sciences Library and the University's Open Access team. Open access is promoted by supporting publication in journals with which Oxford has negotiated reduced or waived article processing charges.

### **1.6 Research integrity and ethics**

Ethics plays a central conceptual and practical role in our research. We rigorously apply the framework set by the University Research Ethics Committee and the Code of Practice for Academic Integrity in Research. ODID's Research Ethics Committee, chaired by a senior academic, manages the approval and monitoring of research ethics. Since 2014, in view of steady expansion of research projects, the department has assumed direct responsibility for assessing the bulk of our applications, within the framework set by the University. Projects involving more complex ethical issues are

referred to an ethics panel in the division. This has enabled us to enhance in-house training, emphasising researchers' responsibility towards individuals and communities in the Global South. YL has been at the forefront of this. YL's approach to ethics is cited as a case study on international research in ESRC's research ethics framework, while, during the pandemic, *Favara* and *Crivello* produced an agenda-setting paper on the "ethics of disruption", addressing dilemmas posed by crises in the lives of vulnerable Global South research subjects.

## 2. People

The following discussion, including data, is focussed on ODID as the primary entity in UoA22B, except when UoA22B-CatA (ODID, BSG and colleges) is mentioned.

### 2.1 Staffing strategy

Permanent staff (SP, TP, AP)	UoA22B-CatA	
	Senior and mid-career researchers (predominantly on fixed-term contracts)	Postdocs and DLs (on fixed-term contracts)
22 (7 women, 15 men)	16 (12 women, 4 men)	13 (8 women, 5 men)

**SP = Statutory Professor; TP = Titular Professor; AP = Associate Professor; DL = Departmental Lecturer**

The high proportion of fixed-term research staff in UoA22B-CatA reflects ODID's continued funding success, but also makes career progression and professional mobility for these valued colleagues a key departmental priority, as emphasised in REF2014 and during the 2017 ODID review. This is discussed below.

ODID had 117 part- and full-time staff on the census date, of whom 69 were academics and researchers, including researchers on externally-funded projects who are not deemed independent by REF rules.

Our strategy is to recruit and support staff to achieve excellence, professional advancement, work-life balance and well-being. We aim to maintain a balance of posts at different career stages and provide structured support to all researchers, within an institutional culture of equality and diversity.

Permanent academic staff

The chief criterion for appointment is proven research excellence. Recently-appointed APs have substantial publication portfolios, won major book or thesis prizes and held competitive postdoctoral fellowships. For career progression, since 2014, 6 APs have been offered support to apply successfully to the University's research-led, internationally-benchmarked and externally-reviewed Recognition of Distinction exercise for conferring titular professorships. None of our TPs is nearing retirement age, enabling succession planning for research leadership roles.

Annual appraisal is offered with the HoD, during which support for research, workload management and career development are discussed and facilitated: e.g., extended leave was arranged for *Alexander* to work on her Leverhulme-funded project. APs in their five-year initial periods of office (IPO) are offered additional mentoring through two formal reviews at 2nd and 5th years, including advice on application for funding to develop research leadership. During or shortly after their IPO, *Betts*, *Costello*, *Gledhill* and *Scott-Smith* won major grants.

Sabbatical leave is allowed for one term every six. Staff can take leave at a time that best suits their research plans, and for up to a year, enabling the completion of major works: e.g., *Sánchez-Ancochea* finished a book on income inequality (listed in the *Financial Times* among Best Economics Books of 2020). To enhance individual and departmental research capacity and for better workload distribution, we created three new AP posts and appointed DLs in academic-career development posts, discussed below. To support the research of those undertaking departmental academic administration (e.g., course directors), enhanced fieldwork and research assistance grants are offered. This has helped the completion of book projects (*Andersson*, *Scott-Smith*, *Sud*) and article and special issue publication (*Alexander*, *Gledhill*).

TPs and APs are encouraged to assume research-related leadership roles in the wider University: *Betts* is Associate Head of Division for Doctoral and Research Training, and Director of the ESRC Grand Union Doctoral Training Programme; *Gooptu* has been a member of the University's Personnel, and Equality-Diversity Committees and of the Research Staff Working Group; *Adam* and *Gollin* are members of the University's GCRF committee.

Senior and mid-career researchers

ODID currently has 13 (including 10 women) senior and mid-career researchers in Grades 8 to 10 (highest grades) on fixed-term contracts, except one on an open-ended contract. HoD or directors of research groups offer annual appraisal and career advice. Promotion takes place through direct application for post regrading, benefitting *Crivello*, *Easton-Calabria*, *Favara*, *Kanagaratnam*, *Omata*, *Sterck*. With departmental support, their research distinction is recognised by University conferral of professorial (*Bano*) and AP (*Alkire*, *Doss*, *Omata*) titles on a footing of parity with permanent staff. Departmental and divisional research support staff (Section 3.2) offer bespoke advice on competitive grant bids and conduct mock interviews; senior academics give peer-review feedback.

Several senior and mid-career researchers have successfully applied for successive grants and continue to be retained in the department (*Alkire, Bano, Crivello, Favara, Omata, Sterck*). Past staff have moved to academic or research posts elsewhere (Krutikova – Institute of Fiscal Studies; Bakewell – Manchester; Seth – Leeds; Georgiadis – Brunel; Fiddian-Qasmiyeh – UCL; Ersanilli – Amsterdam). To further support such mobility, we have enhanced mentoring and training (see Equality and diversity below).

#### Early career researchers

In the REF2021 period, we employed 36 (20 women, 16 men) postdoctoral fellows (ESRC, Leverhulme, etc) and Departmental Lecturers in career-development, fixed-term posts, whom we consider *de facto* ECRs. That compares to 11 in REF2014. The department also affiliated seven independently-funded ECRs (Newton International fellow, Social Research Foundation fellow, a Syrian Council for At-Risk Academics fellow, four Oxford college Research Fellows) who receive similar departmental research support to ODID staff. So too do researchers on externally-funded projects, who are not considered “independent” by REF criteria, but are treated on a par with ECRs within the department.

Directors of research groups or the HoD offer career and research guidance. ECRs are mentored and given bespoke advice by senior academics on grant applications. Departmental and divisional research facilitators offer training on applications, collaboration, ethics and impact, enabling ECRs to apply successfully for fellowships and grants as PIs (*Easton-Calabria, Godin, Owen, Pailey, Roy*) and also to the University’s Fell Fund and Impact Accelerator Fund for new projects, fieldwork and impact work (Section 3.1). The HoD meets once a term collectively with postdocs and DLs to discuss their needs.

We introduced an arrangement with St Antony’s College in 2018 to offer affiliation to ECRs and other fixed-term staff, hitherto available only to APs, thus offering access to college social and community life.

To prepare for academic careers, postdocs are integrated into our teaching programmes, as permitted by their funders (*Pailey, Omata, Owen, Roy, Sterck, Verheul*), and teaching is part of DL contracts. Several have won University teaching awards (*Ersanilli, Hodgkinson, Jonsson, Manokha, Roy*).

All postdoc and DL leavers during the REF2021 period have continued to the next rungs of the academic ladder, including tenured posts: seven to research posts and 18 to teaching posts at Oxford, LSE, York, Bath, Sheffield, Warwick, UCL, Université Rennes 2, Rutgers, Kolkata, among others.

Academic and research staff at all career stages mentioned above are eligible to receive **departmental research grants for research assistance, fieldwork and conference travel** (Section 3.1).

## 2.2 Equality and diversity (E&D)

### Gender

UoA22B-CatA	Women	Men
REF2021	27	24
REF2014	19	28

The table above shows that the number of women in UoA22B-CatA staff has risen by 42% compared to REF2014 and women now constitute the majority.

This is related to the fact that the proportion of women in ODID's overall research staff (54%) has risen significantly since REF2014 (40%) and is higher than for the University as a whole (42%) and SSD (45%). A higher proportion of women than men applied successfully for research grants in the past four years, reaching a high point in 2019-20, when women were 69% of grant applicants and 74% of recipients. Early and mid-career fixed-term staff of both genders are making successful transition to the next stage of their career. ODID has recently received the **Athena SWAN Bronze award**.

Still, we are far from achieving gender equality. Women represent 40% of ODID's permanent academic staff and 41% of TPs. Only one among seven new APs appointed since 2014 was a woman. Women are more numerous among fixed-term independent researchers (17 women, seven men on census date). So, our task is threefold:

- address the imbalance at the senior, permanent level;
- sustain the trend of women's success in appointment to research posts and winning grants to pursue new research;
- augment career progression support for female researchers.

The Athena SWAN application process highlighted that gender issues need to be embedded in a generally inclusive culture of E&D. A new dedicated E&D and anti-racism committee is implementing and monitoring our action plan.

To improve our AP recruitment strategy, we will:

- proactively identify academically-excellent female, as well as BME (see below), potential candidates through our networks;
- emphasise more strongly our commitment to gender and race equality in recruitment material;
- constitute more diverse appointment committees;
- ensure that our job offers are attractive to a more diverse pool of applicants, paying attention to our teaching and research environment and our support for work-life balance;
- seek to increase the number of women TPs by offering additional support to plan work to meet the requirements for conferment of professorial title.

We have started to augment our support and training for researchers by:

- enhancing and systematising personal development reviews for all fixed-term staff;
- reforming the existing mentoring system to increase its effectiveness, particularly for women researchers;
- creating a bespoke induction for fixed-term staff;
- facilitating fixed-term staff's uptake of career development training available within the University.

#### Ethnicity, nationality

Ethnicity (UoA22B-CatA)	BME	White	Unknown
UoA22B	21.6%	58.8%	19.6%
Social Sciences Division	9.0%	63.0%	20.0%
University	9.4%	67.5%	23.1%

Among UoA22B-CatA staff, the percentage of BME staff is much higher than for SSD or the University (table above), while 62.73% are non-UK nationals from 18 countries.

This relates to ODID's diverse and international staff composition: 72% of all academic and research staff hold non-UK nationality, compared to 44% for the University.

Nationality (academic and research staff)	UK	EU	Other	Unknown
ODID	23%	25%	47%	5%
Social Sciences Division	37%	25%	26%	12%
University	44%	23%	23%	10%

One of Oxford's only seven Black permanent academic staff is at ODID, though only five out of our 22 permanent staff are BME. It is, therefore, our strategic priority to increase the proportion of BME – especially Black – staff, following the same recruitment strategy as for women (discussed above) as well as actively addressing racism. An important priority is to recognise how race affects everyday institutional practice and to promote a more inclusive, decolonial academic culture. Thus, alongside unconscious bias training for staff and students, we seek to address systemic and epistemic issues on race. To engage with our past, we have started writing a history of ODID, which began as a training centre for postcolonial elites. As part of our initiative to decolonise development knowledge, *Hodgkinson*, *Chigudu* and *Chatterjee* run workshops on “Diversity and your learning”, leading to a University teaching excellence award. Our staff seek to lead institutional rethinking on race: e.g., *Sánchez-Ancochea* is Chair of the Divisional Anti-racism Listening Project and member of the University's Race Equality Task Force; *Chigudu* regularly engages in public debates on race in academia; *Pailey* gave a keynote (“De-centring the ‘White Gaze’ of Development”) at the Development Studies

Association conference, subsequently published in *Development and Change* (most downloaded paper, 2019).

### 2.3 Output selection

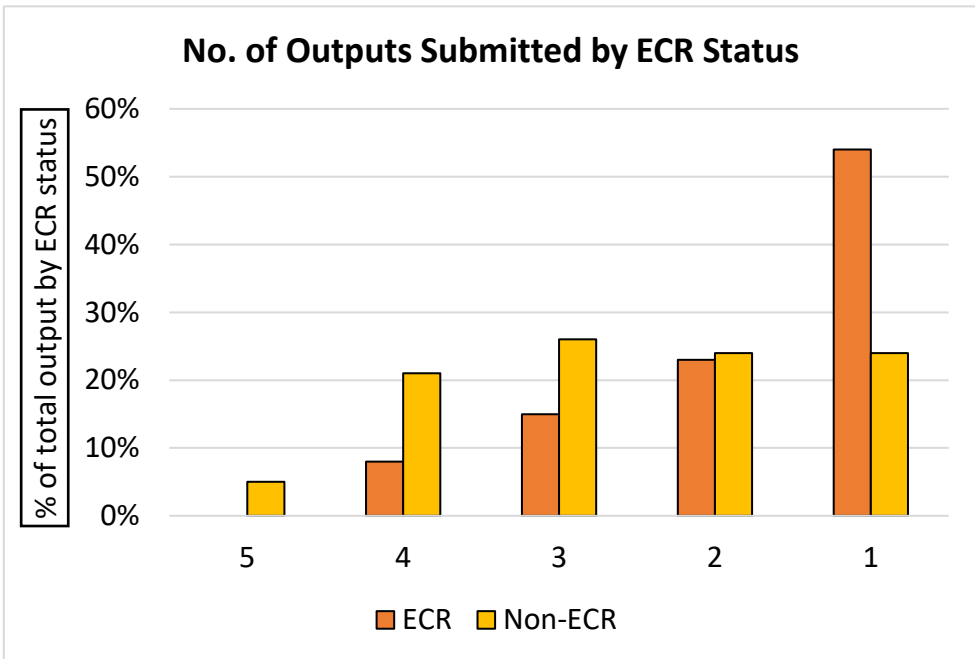
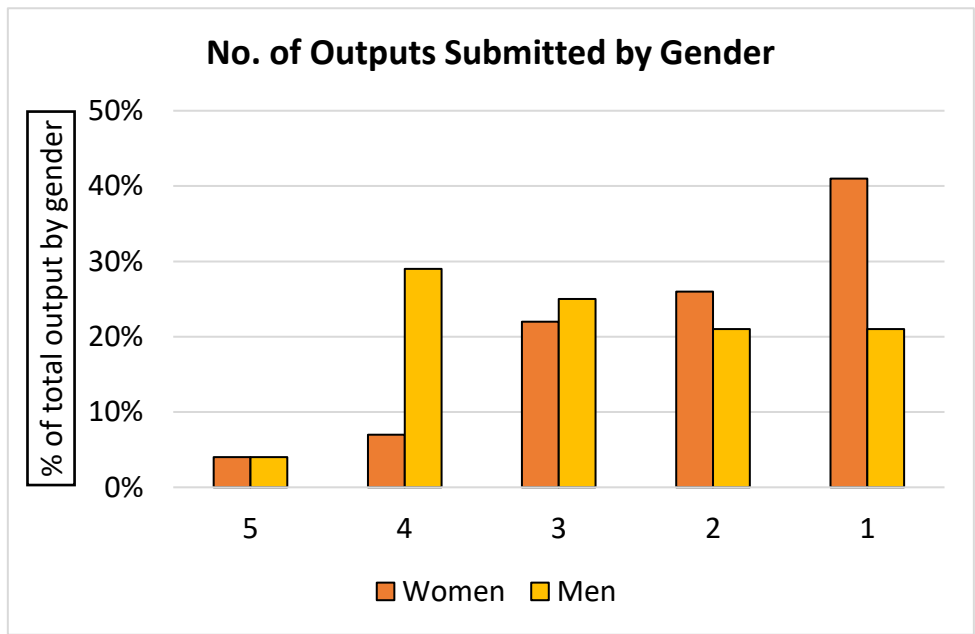
The selection of outputs was a rigorous process to ensure parity of treatment across all Category A researchers. The REF Coordinator and Administrator handled the confidential process, which was overseen by the REF Board, comprising the current HoD, three former HoDs, a departmental professor and a professor from another university. Procedures to manage outputs were approved by the Departmental Management Committee. In spring 2018, we asked staff to nominate up to five strongest outputs, with new publications added subsequently. All outputs were graded by two subject experts, drawn from emeriti and external senior academics. The strongest output of each staff was chosen, followed by the strongest outputs from the entire pool, balancing gender and career stage and ensuring an even spread across all staff, as far as possible. Owing to the over-representation of women among ECRs (nine out of 13) and under-representation in senior, permanent grades (seven out of 22), women's average contribution to outputs is lower than men's. Thirteen ECRs account for 23 outputs.

#### Distribution of outputs

No of outputs in submission	Category A staff
5	2
4	9
3	12
2	12
1	16
<b>Average outputs per ECR</b>	1.77
<b>Average outputs per FTE Cat A female</b>	2.21
<b>Average outputs per FTE Cat A male</b>	2.77



Total outputs	123
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**2.4 Support for health, family and carers**

The department prides itself on being family-friendly and responsive to the needs of carers. Flexibility in departmental duties is offered to manage family responsibilities (e.g., home-schooling during the pandemic). All staff are granted parental leave at departmental cost and contracts are extended to cover parental leave of fixed-term staff,

if needed. The University's Returning Carers' fund offers funding for research support; *Sud* and Jonsson successfully applied, enabling *Sud* to make progress on her book. ODID pays to reserve two places permanently at a University Nursery; these have been used by APs, ECRs and fixed-term staff. Staff may access housing through colleges. Families are invited to departmental summer and Christmas parties, with entertainment for children. Staff are encouraged to discuss special needs with the HoD, to help manage periods of stress or health and family problems by arranging relief of duties, short-term leave or access to University support systems, but these are occasional cases. During the pandemic, the department and University provided a number of online resources for managing home-working, mental health, physical fitness and staff group activities.

### **2.5 Doctoral students**

Our staff supervise students at ODID, as well as a small number in other departments (reflected in REF4a). **The following refers to ODID students.**

ODID was home to 191 **DPhil in International Development** students during the REF2021 period; 108 (average 15.4/year) degrees were awarded (no professional doctorates), compared to 64 (average 12.8/year) in REF2014. Building on our strength in migration research, ODID and Anthropology jointly launched a new **DPhil in Migration Studies** in 2019, admitting six students, of whom one is supervised by ODID staff.

The DPhil in International Development **admits** around 15 students annually (average ten applicants per place), based on proven academic excellence and the originality and analytical sophistication of their research proposal. Students currently come from 29 countries and 60% are **women**, up from 53% in 2013-14. A growing number of female students receive competitive scholarships – 57% in 2019, compared to 36% in 2014. **Diversity** is maintained through recruitment via extensive staff networks overseas. Our Masters courses, with highly diverse student bodies, offer thorough research training and are a major route into the DPhil. We use our departmental scholarships strategically to support students from the Global South, prioritising those educated in their home countries; current recipients come from Mozambique, Zimbabwe, India, South Africa.

On average, 75% of our new entrants each year are supported by full or fees-only **scholarships**. Students win highly competitive scholarships, for which we offer institutional application support (e.g., ESRC Development Studies and Migration Pathways of the Oxford-Brunel-Open University Grand Union Doctoral Training Partnership, CONACYT-Mexican government, Commonwealth, Oxford scholarships, etc). We offer our own full ODID scholarships (on average three students per annum), covering fees and living expenses (£35,600/student/year). To ensure the progression of our students from Masters to DPhil, we introduced fees-only scholarships, spending up to £85,000 annually and benefitting 11 students since October 2015. We have also increased student funding through strategic collaboration with Oxford colleges.

Fieldwork is supported by a departmental grant of £700 per student, supplemented by other funds in the University (Africa-Oxford Initiative, Radhakrishnan Bequest for India, etc.) and colleges.

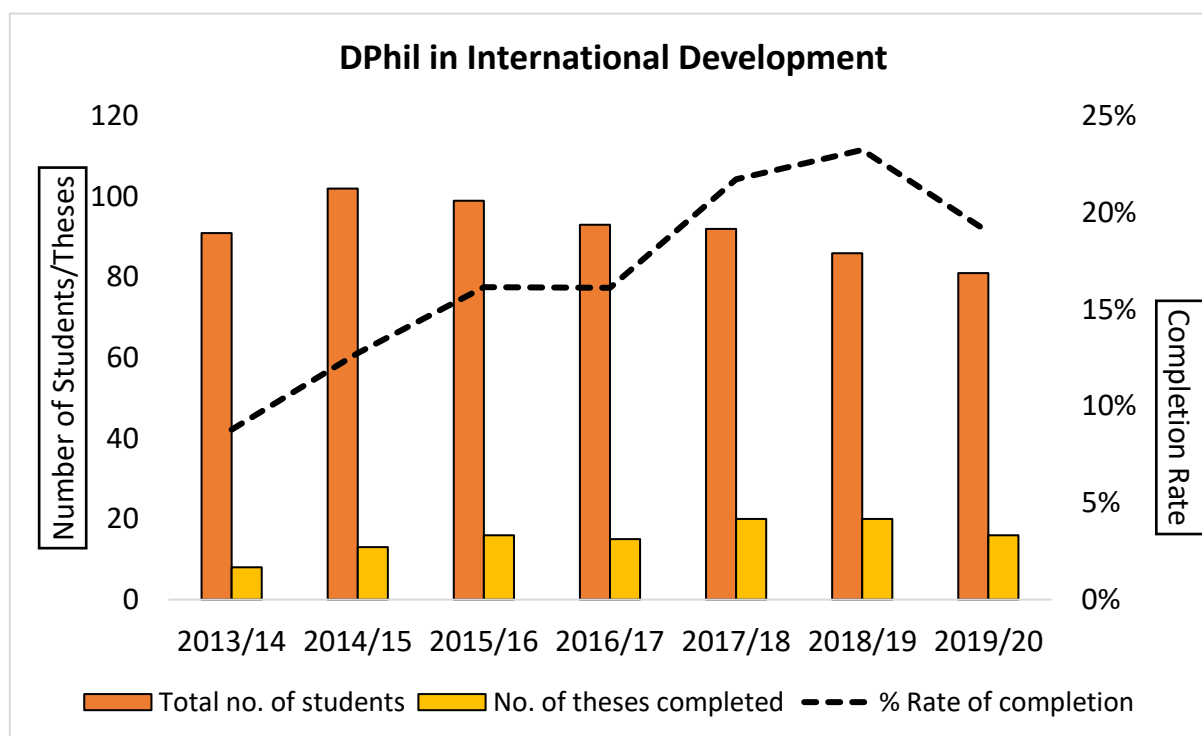
#### Major scholarships (2013-4 to 2019-20) by source

Departmental Scholarships	26
ESRC	28
Rhodes	8
Oxford University: Clarendon, Orisha-Waverley, Weidenfeld-Hoffman	12
Commonwealth	3
Jointly-funded ODID-Oxford colleges	8
Oxford Colleges	8
Overseas governments, research councils (Canada, Mexico, Chile, Colombia, China)	7
Charitable Trusts	3
<b>Total</b>	<b>103</b>

We have sought to ensure **steady progress towards submission** by introducing workshops that create clear expectations about timely progress and provide thesis advice from staff beyond the supervisor. The first year includes an examined taught course to broaden students' subject knowledge and methodological skills as well as ethics and safety training. All our students now routinely achieve "transfer of status" at the end of the first year and begin their fieldwork, after successful examination of their literature review and research design. We have also instituted post-fieldwork workshops on writing-up challenges, including data analysis. Submission rates increased from 8.79% in 2013-14 to 23.25% in 2018-19, resulting in a drop in overall student numbers and stabilising gradually at around 80 per year. Submission rates decreased slightly to 19% in 2019-20 due to COVID-19 disruptions (see chart below)

To help students adapt their research to pandemic-related fieldwork restrictions, an eight-week departmental course on digital and desk-based research methods was

introduced in 2020, while Oxford libraries made extensive online research materials available.



We work closely with students' colleges on **financial hardship and pastoral support** and to ensure access to the University's extensive support systems for well-being, mental health and disability. Students with financial, health or family problems receive support from our departmental hardship fund (£60,000 per annum). Additional departmental funds are made available for exceptional circumstances, e.g., £23,000 for COVID-19-related support. Over the REF period, 39 women and 37 men have received between £1,000 and £10,000 for cases of cancer, chronic illness, mental health crises, parental death, scholarship reduction due to exchange rate fluctuation and caring responsibilities.

**Training** sessions and peer meetings across SSD departments are offered on ethics, methodology, publications, policy engagement, collaboration, safety and vicarious trauma in fieldwork. These are organised by the Divisional Researcher Development Team and the ESRC Doctoral Training Partnership. For **teaching experience**, we have established the departmentally-paid post of Graduate Teaching Coordinator, recruited from among the DPhil cohort, to facilitate courses for teaching qualifications, discuss pedagogy and coordinate information about teaching opportunities across the University; 27 current students have undergone teaching training. We have created teaching assistant positions on our five Masters courses, with 31 posts available in 2019-20.

**Career events** are held with alumni sharing their experiences. *Betts* organised "Doctoral Davos", an event for students to explore collaboration to enhance the impact of research. Fifteen partner organisations from business, government and the third sector participated, such as Google, Bank of England, CBI, Gapminder Foundation, Deloitte, Oxford City Football Club.

**Research presentations** are facilitated through the student-run work-in-progress seminar, while specialist seminar and study groups (e.g., on southern Africa, quantitative methods in development studies, social life of work) are supported by departmental and University funds. Students organised ambitious international workshops – e.g., a Social Order in Africa workshop, which contributed to a special issue of *Africa* (86 (1), 2016).

We fund students to **attend conferences** (around £300/applicant) and encourage publication: e.g., Jaju won the best paper prize at the 2019 British Association of South Asian Studies conference and published it in a peer-reviewed journal. Our post-submission publication grant, awarded to 36 students in the REF2021 period, offers short-term support (around £2,000) to turn thesis chapters into articles and write monograph proposals. Students have published in *Africa*, *African Affairs*, *the Journal of Southern African Studies*, *Contemporary South Asia*, *Journal of Gender Studies*, etc. In addition, staff who edit journals host a regular publishing seminar.

Several students have won **external awards**: e.g., *Verheul* – Terence Ranger Prize, *Journal of Southern African Studies*; *Chigudu* – Audrey Richards Prize for best African Studies doctoral thesis; Roa-Clavijo – Alejandro Angel Escobar Foundation thesis award for the social sciences; Pradhan, Semplici, Sharma – awards for papers. Students typically publish theses with university presses (most recently *Chigudu*, *Hodgkinson*, Pradhan – all CUP); Husaini co-edited the *Dictionary of African Politics* (OUP).

The department assesses and responds to students' needs through **student representatives**, who are members of the Departmental Forum, E&D and Safety Committees, and the Social Sciences Library Committee.

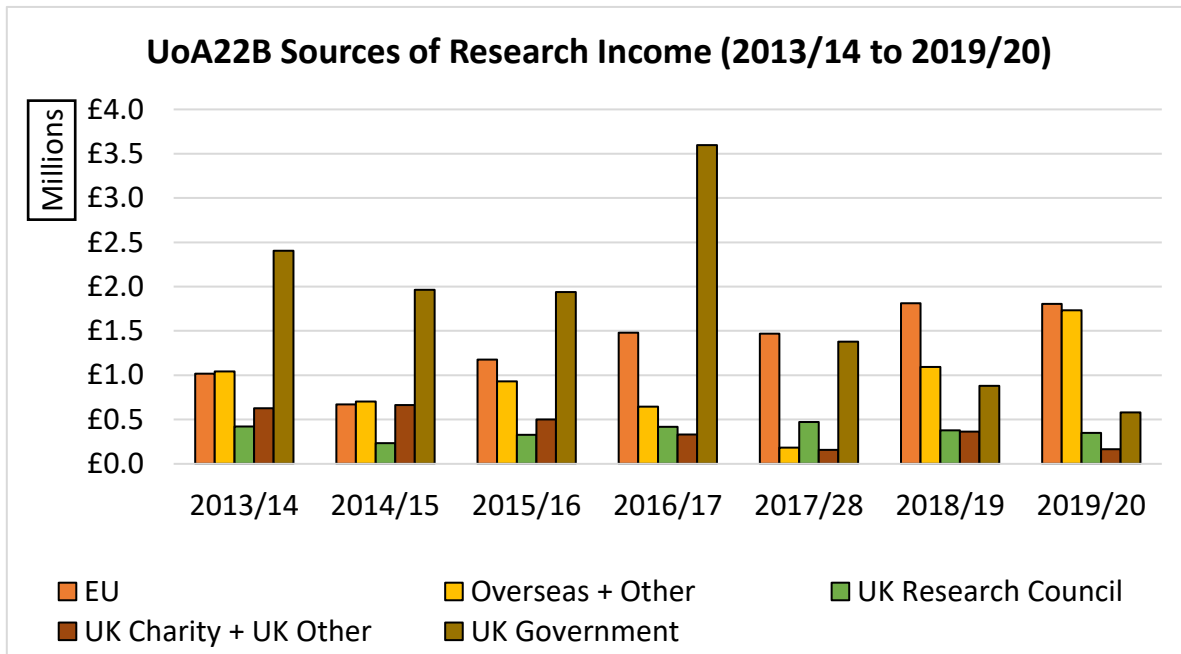
DPhils who graduated in the REF period were appointed to teaching posts at Cambridge, Edinburgh, UCL, Bath, Bristol, Oxford, Queen Mary London, Harvard, Instituto Tecnológico Autónomo de Mexico, Delhi. Others won Leverhulme and ESRC postdocs, Oxford college fellowships or took up research posts at Western Cape, Witwatersrand, Chicago, Max Planck Institute-Göttingen, European University Institute, LSE, London School of Hygiene and Tropical Medicine, Humboldt University. Others obtained research-related posts at the World Bank, Boston Consulting Group, UNDP, Oxfam, Centre for Community Development (Zimbabwe), Indian Ministry of Skill Development and Enterprise.

### 3. Income, infrastructure and facilities

#### 3.1 Income and funding

UoA22B's stated strategy in REF2014, now even more relevant with changes in Dfid and UK's overseas development budget, was to reduce reliance on large grants from the UK government, and to target EU and overseas sources. While this has led to a slight

drop in average annual income from £5.1m in REF2014 to £4.87m in REF2021 (UoA22B), we have secured substantial EU funding and diversified our grants. Most of our projects still have secure funding for the coming 2-3 years, which should help us ride out COVID-19-related and post-Brexit turbulence as well as changes in UK development funding. Going forward, we plan to continue this strategy of diversification and expansion of sources.



We have increasingly turned to non-UK public sources, including UN institutions and European governments, as well as less traditional funders, such as overseas trusts, charities and businesses, while continuing to apply to UKRI, British Academy, etc. The list of funders, mostly competitive, in the REF2021 period runs to 70, rising from 52 in the REF2014 period. E.g., US institutions (Sloan and Gates Foundations), European sources (IKEA Foundation and Swiss, Dutch, Danish governments), private companies (Deloitte), NGOs (Save the Children, Oxfam), international institutions (UNICEF, World Bank, UNDP) and bilateral development agencies (SIDA).

We continue to receive large grants that support major projects. In addition to £9.4m DfID funding for YL, larger grants include ERC starting grants for *Bano* (€1.4m) on changing structures of Islamic authority and for *Costello* (€1.5m) on refugee law and rights; and an ERC advanced grant for *Woodruff* (€1.6m) for a multi-country comparison of productivity and income.

Importantly, however, in line with our inclusive strategy of supporting more individuals at all career stages to secure research funding, ODID’s funding portfolio now includes more small and medium-sized grants, won by a larger number of our staff. Both the number of ODID grant applications (37 in 2014-15 to 77 in 2019-20) and the success rate in winning grants (30% to 43%) have risen. This “democratisation” of our grant funding culture has enabled new research and collaborations (Sections 1.1-1.2, 4.1), while mitigating the funding risk and potential unsustainability of over-dependence on a

few large grants. This has involved both **established academics** (e.g., Leverhulme – Alexander; ESRC – Fu, Gledhill, Gooptu, Scott-Smith; AHRC – Scott-Smith; British Academy – Fu, Sánchez-Ancochea, Scott-Smith; GCRF – Fu, Scott-Smith, Sud; DfID – Bano, Gollin) and **ECRs** (e.g., Leverhulme – Pailey, Verheul; ESRC – Owen, Roy; British Academy – Godin; Humanitarian Innovation Fund, Geographic Early Career Grant – Easton-Calabria).

Increasing funding from business, industry, foundations and charitable trusts has particularly benefitted research groups and has allowed them to undertake innovative research, offer research fellowships and advance impact activities: e.g., TMCD's funding from Tencent and Facebook has enabled research on digital innovation and inclusion; RSC's IKEA Foundation grant funded fellowships and enabled research to build an unprecedented three-year panel dataset on refugee economies in Uganda, Kenya and Ethiopia; YL's funding from the Children's International Fund Foundation enabled research on child marriage in India and Ethiopia, influencing governments, UNICEF and the Population Council.

Alongside external sources, the University and ODID offer research grants strategically to develop new research, fill gaps in external funding and enable access to new funds. ODID awards its own research grants from an endowed trust fund. All researchers are entitled to receive on application up to £2,500 annually towards conference travel and organisation, fieldwork, research assistance, data acquisition, translation, impact and outreach. Since 2014, 233 grants have been awarded (average £1,600/grant), particularly benefitting ECRs for conferences and fieldwork. Researchers without external funding have used departmental grants to plan collaborative activities that led to successful major grants (*Gledhill – ESRC*; *Alexander – Leverhulme*).

UoA22B researchers won 20 grants from the University's competitive John Fell (OUP) Research Fund, amounting to nearly £427,000. These particularly benefitted ECRs: McConnachie to complete an award-winning book; Bloomfield and Owen to conduct field research in Sri Lanka and Nigeria, respectively; Caria to conduct field experiments in Ethiopia on youth employment. More senior staff used grants for pilot projects and conferences, e.g., *Gooptu* on skill development in India, yielding a special issue of the *Journal of South Asian Development*. Fell funding also enabled rapid responses to urgent challenges, e.g., *Omata* on Syrian refugees in Oxford; *Alkire* on COVID-19 and poverty.

The Oxford Martin School's Grand Challenges Fund makes large competitive awards for innovative, multi-disciplinary, cross-departmental projects – ODID researchers collaborate on two major projects (see Section 4.1). The University-administered GCRF fund supported two innovative projects with an impact focus: *Sud's* research on land struggles in India and *Scott-Smith's* on refugee shelter (total £68,409).

ODID's impact work, particularly by ECRs, has benefitted from the ESRC Impact Acceleration Account: e.g., Roy's (ESRC Future Leader) project to support *Ajeevika*, an

advocacy NGO on internal migrants' rights in India; Owen's (ESRC Future Leader) work with the Nigerian police on institutional reform (ESRC Celebrating Impact Prize).

### **3.2 Infrastructure and facilities**

Our extensive support structure has enabled us to secure and administer a growing number of grants and manage complex collaborations. A consequence of our rising applications and success in diversifying grants involving more researchers has been an increased need for support staff. In response, we have created part- and full-time posts to strengthen our departmental **research and collaboration facilitation team**, led by the Research and Grants Manager. These include a Research and Grants Officer; a Finance Manager; and a Deputy Administrator for HR. Our team works with Divisional Research Facilitators, who support multi-partner collaborative research projects as well as fellowships and ECRs, and with the Divisional European & International Team, for both funding and global collaborations. The Divisional Development Team helps access charitable and industry funding globally.

**Impact and public engagement support** is provided by a Departmental Communications Officer, a new Communications Assistant, and three further officers in our research groups. They work with the specialist divisional research impact facilitation team, one of whom has dedicated responsibility for ODID. They provide general training and bespoke advice on engaging different audiences, designing impact plans in grant applications, and monitoring and evaluation of impact.

Our **IT support** team has been strengthened by the appointment of an additional IT Officer, alongside the IT Manager, to assist researchers with their increasing digital needs for collaboration, networking, dissemination, IT security, data sharing, transfer and storage. We recently invested £280,000 to upgrade equipment and network infrastructure, much of which directly benefits our research, and has come into its own during the pandemic for digital/online research. The department supplies IT equipment for research and acquires statistical packages for staff and students.

Research material is housed in the Bodleian Social Science **Library**, where a dedicated Subject Consultant for International Development offers guidance on literature and data sources and a Data Management Adviser assists with data accessing and archiving. They offered enhanced support during the pandemic for digital research and acquired new material.

The **Departmental Safety Committee**, supported by the Divisional Safety Team, oversees health and safety in fieldwork. For staff and students, the department provides training, reliable support and swift emergency response in the field when faced with serious political, health or conflict problems (Turkey during the 2016 coup, Liberia during the 2015 Ebola epidemic and in many countries during the current pandemic). The department has its own specialised risk assessment procedure, for which the HoD bears



ultimate responsibility. A dedicated departmental officer handles travel insurance, contingent upon approved travel risk assessment and FCDO guidance.

#### 4. Collaboration and contribution to the research base, economy and society

##### 4.1 Collaboration

Collaboration for research and impact is an essential element of our strategy, with a commitment to the principle of equality and co-production of knowledge, avoiding a hierarchical North-South relationship (see Section 1.2, Strategies Three and Four). Our growing collaboration with industry and charitable funders to advance impactful research and our institutional support structure to facilitate collaboration are noted in Sections 3.1-3.2. Our research is conceived with research users and end-beneficiaries in mind and is, thus, impact-seeking, outward-looking and collaboration-oriented. Our collaborations are researcher-led and develop organically, drawing on our extensive local and global networks.

Our wide-ranging **collaborations with other Oxford departments**, going beyond social sciences and humanities, promote disciplinary cross-fertilisation, enhance publications, secure funding for research, and access global academic networks. E.g.:

Department/Unit	Cat A staff	Collaboration
Oxford School of Global and Area Studies (OSGA)	<i>Sánchez-Ancochea</i>	Joint appointment with Latin American Centre, of which he was Director
	<i>Alexander</i>	Co-edited book on Zimbabwe with Tendi and book series for the Africa International Institute with Pratten at African Studies Centre
	<i>Sud</i>	GCRF-funded research on land politics in India in collaboration with Mathur at Contemporary South Asian Studies Programme
Oxford Martin School-funded multidisciplinary, cross-departmental projects	<i>Adam, Doss, Favara, Gollin</i>	African Governance programme with <b>OSGA/History</b> (Adebanwi), <b>BSG/Economics</b> (Dercon) and <b>Politics</b> _(Soares-Oliveira)
	<i>Gollin</i>	Future of Food group, involving <b>Department of Population Health</b> , Environmental Change Unit in <b>Geography, Zoology</b> etc
Anthropology	Migration researchers	Joint DPhil in Migration Studies with Centre on Migration Policy and Society

	Migration researchers	Joint research seminars with Oxford Migration and Mobility Network, straddling Social Sciences and Humanities
<b>Politics and International Relations</b>	<i>Gledhill</i>	ESRC-funded research on peace-keeping in collaboration with Kaplan plus Cornell and North Carolina at Wilmington
	<i>Chigudu</i>	China-Africa research network, convened with Soares-Oliveira, promotes external collaboration and support researchers within and beyond Oxford
<b>Law</b>	<i>Costello</i>	Publication collaboration on refugee law with Bogg, Freedland and Davies
<b>Geography</b>	<i>Doss</i>	Participates in REACH programme: Improving water security for the poor, researching in Ethiopia
<b>Economics and BSG</b>	<b>ODID:</b> <i>Adam, Doss, Gollin, Krishnan, Woodruff</i> ; <b>BSG:</b> <i>Hensel, LaBonne, Mahmud, Mani, Orkin</i>	Multiple research and policy advisory collaborations (notably with Dercon, Collier, Quinn), joint seminars and international conferences through IGC and the Centre for the Study of African Economies
	<b>ODID:</b> <i>Bano, Outhred</i> ; <b>BSG:</b> <i>Pritchett</i>	Collaborate on Research on Improving Systems of Education (RISE) (DfID, Gates Foundation)
		See also Oxford Martin School above
<b>Saïd Business School</b>	<i>Fu</i>	Annual international joint-conference on innovation and development
<b>Oxford Internet Institute</b>	<i>Gledhill</i>	Co-edited journal special issue with Bright on peace and conflict studies
<b>Medical Sciences (Psychiatry)</b>	<i>Favara (YL)</i>	Research on childhood mental health with Stein
<b>Pitt Rivers Museum</b>	<i>Scott-Smith</i>	Contribution to exhibition on refugee shelters
<b>Ashmolean Museum</b>	<i>Sud</i>	Research on land in India with Kumbera-Landrus (Keeper of Eastern Arts)

Building **academic networks and research partnerships beyond Oxford**, spanning the Global North and South, is critical to developing in-country and interdisciplinary research, diversifying funding and building capacity in the Global South. E.g., *Alexander* and *Chigudu* conduct workshops with students at the University of Zimbabwe on research funding, publishing, collaboration and application to Oxford. *Alexander* co-organises conferences at several southern African universities. *Sánchez-Ancochea* co-founded the Latin American Social Policy Research Network; his long-term research collaboration with Martínez-Franzoni on social policy led to funding from University of Costa Rica, British Academy and CAF-Development Bank of Latin America. *Fu* leads the UK-China Research Network, promoting collaborative research, comprising 20 research institutions across both countries. Her project on technological capability is with Tsinghua University.

Forging **partnerships with international organisations** to enhance research impact is our strong suit. Building on our longstanding relationship with UN institutions (all Impact Cases), we have added new impact partners: e.g., the International Fund for Agricultural Development, to which *Doss* contributed a background paper for the Rural Development Report, 2019; *Gollin* worked on genetic resources for agriculture with the Global Crop Trust and the International Food Policy Research Institute; *Adam* contributes to IMF's policy as a member of the IMF-DFID Program on the Macroeconomics of LICs; *Scott-Smith* collaborated with Médecins Sans Frontières in editing a *Refugee Survey Quarterly* special issue on "Humanitarianism and the migration crisis".

Leveraging our research expertise on major regions of the Global South, we inform policymaking and development interventions by collaborating with **governments, NGOs and in-country stakeholders**, including in the UK. E.g., *Chigudu* and *Alexander* briefed the FCO on Zimbabwe and gave expert testimony to the House of Commons International Development Committee, as did *Betts* on refugees in Africa. *Adam* advised government officials and central bank governors in Ethiopia, Tanzania, Uganda and South Sudan, and co-edited the *Africa: Policies for Prosperity* book series (OUP) with governors of the central banks of Zambia and Tanzania. *Fu* gave science and technology policy advice to the Chinese Ministry of Science and Technology, and Development and Policy Research Division of the State Council of China. *Labonne* researched elections in the Philippines with the Parish Pastoral Council for Responsible Voting and the Liberal Party. His findings informed electoral reforms in Manila. *Andersson* wrote policy reports on border security and migration for the NGO Saferworld, Sweden's official Delegation on Migration and Germany's Friedrich-Ebert Stiftung, providing input into the EU's Strategic Review on security. *Bolt* worked with the South African legal NGO ProBono.Org on "family house" ownership and inheritance in Johannesburg's formerly black townships. *Gooptu's* research involves the Delhi NGO Community for Social Change and Development, working on domestic violence.

An expanding area of work involves **partnership with business and industry** to inform business practice, promote innovation and advise on philanthropic action. *sOPHIA* enables firms to address workers' poverty (Section 1.2). RSC collaborated with Deloitte

on a research report on the economic lives of Syrian refugees in Europe, to help business, government and NGOs target refugee assistance. *Betts* conducted an evaluation of the impact of a cooperatives-based IKEA Foundation programme (with the largest ever philanthropic donation to UNHCR) at refugee camps in the Somali Region of Ethiopia. *Fu* organises the annual China-UK Innovation and Development Forum, gathering academics, policymakers and industry professionals, including the Chinese Academy of Sciences, Chinese Ministry of Science and Technology, China-Britain Business Council and UKRI.

#### **4.2 Contribution to economy and society**

Our research seeks to respond to national and international development priorities and emerging development challenges, and addresses the Sustainable Development Goals. Examples, in addition to those above, include:

**SDG 4: Education:** YL is working with Ethiopian policymakers on pre-primary-level schooling, which is also relevant to World Bank's Early Learning Partnership; *Bano's* model of integration of non-religious subjects in Quranic schools was adopted in three Nigerian states.

**SDG 5: Gender empowerment:** YL's research on early marriage of girls in India contributed to a change in the law on marital rape and led to a partnership with the National Council for the Protection of Child Rights to develop adolescent sexual and reproductive healthcare policies; **SDGs 5 and 8: Decent work:** *Woodruff's* research on female supervisors in the garment industry in Bangladesh led the ILO, the International Finance Corporation and the NGO Better Work to give training to 700 women for supervisory roles.

**SDG 8: Decent work:** *Caria's* research with the Ethiopian Development Research Institute on unemployed urban youth led the government and World Bank to design new urban safety-net programmes; **SDGs 8 and 16: Justice for all:** *Woodruff*, with Mexican colleagues, conducted a prize-winning RCT intervention to improve the functioning of the Mexico City Labour Court, one of the largest in the Global South. The evidence was used by lawmakers to design new labour litigation laws.

**SDG 16: Peace, justice and strong institutions:** *Mustapha's* research contributed to a new National Action Plan to counter extremism in Nigeria, moving away from a top-down military approach to one focussed on countering radicalisation by promoting development; *Bjola* designed a segment on digital diplomacy for an FCO MOOC, drawing on research on digital tools to enhance diplomatic activities pertaining to consular affairs, crisis communication (e.g., during terrorist attack) and public diplomacy, including contending with online hate and misinformation.

We encourage **students** to contribute to society and economy through innovative work. *Barnes*, through his social enterprise *Lanterne*, developed an app for COVID-19-related

social distancing and another for safe travel in conflict zones (finalist in the Santander Entrepreneurship Awards and winner of the Oxford Foundry All-Innovate competition award). Haenssger was runner-up in the Student IT Innovation category of the OxTALENT awards for his use of satellite mapping in household surveys of rural China. Ware won Vice Chancellor's Social Impact Award for founding 180 Degrees Consulting, the world's largest university-based volunteer consulting organisation for non-profits and social enterprises.

We believe **public engagement with research** is an important tool to shape public opinion, change mindsets and thus create the context for policy and structural change. Researchers receive professional **media** training from the University's press office and have commented on critical issues in national and international media, with influential contributions by OPHI and YL researchers, *Andersson, Bano, Betts, Bjola, Chigudu, Sánchez-Ancochea, Sud*, etc in the *FT, Guardian, New York Times, Washington Post, China Daily, Hindustan Times, Aljazeera, BBC, CNN, PBS, Deutsche Welle* and Radio France, among others. We organised online '**Oxford Development Talks**' by staff on different aspects of the pandemic for a wider general public. Betts gave **TED talks** on refugees (1million views) and Brexit (3.5million views). **Social media** is a significant vehicle for public engagement, with 60,000 Facebook and 70,000 Twitter followers for ODID and its research groups.

Institutional support is provided to enable researchers to increase their **multimedia outreach to wider audiences**. *Scott-Smith's* feature-length documentary on refugee shelters won the AHRC Best Research Film and Best Doctoral or Early Career Film, 2020. YL has developed award-winning infographics to visualise complex data on childhood poverty, freely available on their website. *Sud* and *Pailey* produced books for children based on their research on land struggles and corruption, respectively, for which *Pailey* won an award. We held an exhibition of photos from fieldwork during Oxford Art Weeks to highlight research findings to Oxfordshire communities. ODID researchers participated in a Social Sciences Division event at the Ashmolean Museum, disseminating research on poverty, youth and migration to local audiences through hands-on activities, simulation exercises and a play on poverty.

#### **4.3 Contribution to the research base**

YL survey data and OPHI datasets are publicly available in accessible formats (Section 1.5). The journal *Oxford Development Studies*, run from ODID, recently relaunched with an international editorial board (IAB), with most members being women and/or coming from the Global South. Their brief is to attract contributions from those usually marginalised in academic publications. Publications workshops for Global South ECRs are planned, in collaboration with IAB members.

ODID organised the *annual Development Studies Association conference* in 2016 with 440 papers. Our staff serve in learned societies and similar organisations: e.g., *Gollin* – DFID's Research Advisory Group and CGIAR (network of publicly-funded agricultural

research programmes and centres); *Doss* – President, International Association for Feminist Economics; *Bolt* – Council, African Studies Association; *Gooptu* – Council, Development Studies Association; *Sánchez-Ancochea* – Treasurer, Latin American Studies Association and Scientific Advisory Council, Centre for the Study of Conflict and Social Cohesion, Chile.

Our staff serve on the editorial boards of over 20 journals and as managing or associate editors of over 15 journals and book series, including *Journal of Latin American Studies* (*Sánchez-Ancochea*), *Journal of Development Economics* (*Adam, Gollin*), *Journal of African Economics* (*Gollin, Krishnan*), *Oxford Review of Economic Policy* (*Adam*), *Africa* (*Bolt*), *Diplomacy and Foreign Policy* (*Bjola*), *Oxford Development Studies* (*Doss, Gooptu, Sánchez-Ancochea*); Berghahn book series “Studies in Forced Migration” (*Scott-Smith*); Anthem series on “Diversity and Plurality in South Asia” (*Gooptu*); Routledge’s “New Diplomatic Studies” series (*Bjola*).

*Bano, Friedrichs, Gooptu, Sánchez-Ancochea* have been members of ESRC and AHRC Peer Review Colleges. Staff acted as reviewers of grants, fellowships and scholarship competitions for ESRC (*Adam, Bolt, Fu, Gooptu, Omata, Sánchez-Ancochea*), DfID (*Adam*), Newton Prize (*Fu*), AHRC and Commonwealth Commission (*Alexander, Gooptu*), Leverhulme (*Alexander*), Wellcome Trust and CODESRIA-Africa (*Chigudu*). *Gooptu* was a member of the British Academy’s South Asia Panel and of three ESRC (GCRF, Newton) and Indian Council of Social Science Research collaborative grant-making panels, chairing two.

Our staff have given over 100 keynote and plenary addresses: e.g., *Adam* – EU-East African Community-IMF Conference on Regional Integration; *Andersson* – European Association of Social Anthropologists Conference; *Sud* – Anglophone Postcolonial Studies Annual Conference; *Fu* – ODI China Africa Workshop; *Doss* – African Association of Agricultural Economists, Abuja.

Members of staff held visiting fellowships, e.g., *Fu* – Professorial Visiting Fellow, Chinese Academy of Social Sciences; *Gibney* – Distinguished Fellow of Munk School of Global Affairs and Public Policy, University of Toronto; *Sánchez-Ancochea* – Visiting Fellow, Kellogg Institute of International Studies, University of Notre Dame.

Staff at all career stages and students received recognition for their research contribution and achievements. **Students won two thesis prizes and six paper prizes (Section 2.5). Seven books and 12 research papers by staff won prizes, were shortlisted or received special mention.** The following is a selection from a longer list:

OPHI: Queen’s Anniversary Prize; Boris Mints Institute Prize.

ECRs:

- *Hensel*: Young Economist Award, European Economic Association;
- *McConnachie*: Joint winner, Socio-Legal Studies Association Early Career Book

Prize;

- *Irfan*, Roy, Flahaux, Chaudhary, Fiddian-Qasmiyeh, *Pailey*: Commendations or awards for research papers.

Mid-career and senior researchers:

- *Andersson* and *Bolt*: British Sociological Association/BBC Thinking Allowed Ethnography Award;
- *Betts*: elected Fellow of the Academy of Social Sciences, member of World Refugee Council; his co-authored *Refuge* named one of the Best Books of 2017 by the *Economist*;
- *Costello*: Odysseus Network Best Publication Prize;
- *Omata*: Shortlisted, Thinking Allowed Award, as above;
- *Sánchez-Ancochea*, *Fu*: prizes for articles.

These awards and distinctions demonstrate the positive impact of our extensive support for all researchers to pursue excellence in their chosen fields.