

Co-author Statement (Division of Labour and main Responsibilities)

This master's thesis was conducted as a collective effort by both authors, who contributed equally to the study's development and completion. The literature review, theoretical framework development, research methodology design, interpretation, and discussion of findings were carried out jointly through continuous discussion and shared decision-making.

Shanaj Parvin primarily contributed to the development of the literature review and theoretical framework, the preparation of the interview guide, and the design of the survey questionnaire.

Iresha Wijesooriya primarily contributed to the data collection process, including conducting interviews, transcribing them, building themes, interpreting findings, and developing an analysis of the data.

Both authors participated equally in formulating research questions, interpreting empirical data, revising, and finalizing the thesis. The authors therefore share equally the responsibility for the thesis's content and conclusion.